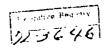
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28 JUN 1972

Mr. Tennent H. Bagley 2721 Glenwick Place LaJolia, California 92937

Dear Petes

As you reach the end of your active career of Government service, I want to join your friends and colleagues in wishing you continued success and satisfaction in your retirement.

You have been privileged to face the challenge of important responsibilities during your more than twenty-five years of service to your country. The success with which you have met this challenge should be a source of lasting gride to you.

May I'extend to you, personally and officially, my sincere appreciation for the important work you. have done and my warmest hopes that you will find full enjoyment to the years ahead.

Sincerely,

ent Richard Holans

Richard Holms Director

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/s/Harry L. Fisher

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Director of Personnel

OP/RAD/ROB/PJSeidel:jat/3257 (21 June 1972)

#### Administrative - internal use only

30 June 1972

#### MEMORANDUM FOR THE RECORD

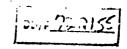
SUBJECT: Retirement - Tennent H. Bagley

- 1. The retirement of Subject, effected as a result of a memorandum from the Head of his Career Service stating that he is surplus to the needs of the Service and that his retirement will be recommended to the Director under the provisions of the CIA Retirement and Disability System pertaining to involuntary retirement, in no way implies an adverse action. Subject signed an application for retirement of his own volition in order to qualify for an immediate retirement annuity. The liberalized criteria for such separations was established by the Agency to parallel similar actions under the Civil Service Retirement System in accordance with FPM Letter No. 831-23, dated 10 December 1969.
- 2. Any inquiry received concerning the nature of the separation of Subject from the Agency should be confirmed simply as a retirement.

Chiai

Retirement Affairs Division

# SECRET



1 2 MAY 1972

MEMORANDUM FOR: Tennent H. Bagley

SUBJECT

: Involuntary Retirement Under the CIA Retirement

and Disability System

- 1. This will confirm a previous discussion with you concerning the problem of a surplus in your career service of on-duty strength in relation to new reduced ceiling and the consequent need to effect a reduction in personnel. At that time you indicated your willingness to assist your career service in reaching its reduced personnel ceiling by accepting involuntary retirement.
- 2. Accordingly, and in order to establish the necessary conditions for involuntary retirement under CIARDS, I have determined that you are surplus to the needs of your career service and will recommend your retirement to the Director, effective 30 June 1972.
- 3. I urge you to contact the Retirement Affairs Division, Office of Personnel, where every effort will be made to provide whatever information and assistance you may need in preparing for your proposed retirement.

Thomas H. Karanessines Deputy Director for Plans

NOTED:\_\_\_*[*\_

Employee Signature

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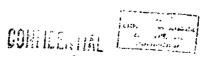
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### CIA RETIREMENT AND DISABILITY SYSTEM Request for Retirement

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5 May 1970

MEMORANDUM FOR: Secretary, CSCS Board

Recommendation for Promotion to GS-17 -Mr. Tennant H. Bagley

- 1. It is recommended that Mr. Tennent H. Bagley be promoted to GS-17. He has been in grade as GS-16 since June 1965 and has served as COS in Brussels since August 1967. His previous assignment was as Deputy Chief, SB Division.
- 2. The reasons for this promotion are amply covered in my fitness report of this same date. I have just returned from an extensive trip through the European area, during which I had a chance to see and talk with a very large number of officers under both official and non-official cover. Pete Bagley is one of two whom I am recommending for promotion as a result. He is one of our very finest station chiefs, possessed of imagination, intellect and ability personally to handle operations which very few of his colleagues can match. He is one of those on whom the future of the Organization is going to depend, and I believe that the promotion is more than justified.

/8/

John L. Hart Chief European Division

13 August 1970

Acting Chief, EUR Division, confirmed this nomination for the

Fall 1970 Review.

Rughany

Robert W. Sheay Secretary, Clandestine Service Career Service Bd

Not Promoted by SCS Boned ! Dep 70: 63

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19 JAN 1967

MEMORANDUM FOR: Director of Central Intelligence

THROUGH

Deputy Director for Plans

SUBJECT

Appointment of Mr. Tennent H. /Bagleyas Chief of Station, Brussels, Belgium

1. The appointment of Mr. Tennent H. Bagley as Chief of Station, Brussels, Belgium, effective on or about 15 June 1967, is recommended. Mr. Bagley would replace Mr. William D. O'Ryan.

2. Mr. Bagley has been an employee of the Agency since July 1950, and is presently assigned as an Operations Officer, Deputy Chief, Soviet Bloc Division, GS-16. A biographic profile, including information regarding his Agency experience and training, is attached.

European Division

1 Attachment Biographic Profile (Parts 1 & 2)

APPROVAL RECOMMENDED:

Deputy Director Flans

The recommendation in paragraph 1 is APPROVED:

27 JAN 367

of Central Intelligence

Date



3 October 1966

NEMORANDUM FOR:

Mr. Robert W. Sheay

Secretary

Clandestine Services Career Service Board

SUBJECT:

Mr. Tennent H. Bagley Promotion to GS-17

- 1. Mr. Bagley was promoted to GS-16 on 6 June 1965. At that time he was Chief, CI Group, SR Division. On 1 September 1965 he was appointed Deputy Division Chief, SR Division. As his fitness reports attest, his performance in that position was outstanding and when in May 1966 the Soviet Bloc Division was created he was named Deputy Division Chief of the new Division.
- 2. There is little that need be added to previous fitness reports in my evaluation of Mr. Bagley's current performance. It continues to be that of a dedicated and gifted officer whose energies and extensive substantive knowledge make a vital contribution to one of the top priority programs of the Clandestine Services. Much more important, in considering Mr. Bagley for promotion to the next level of the supergrades, is his potential for additional growth and responsibility. He would be capable now of taking charge of a field station, particularly one with special opportunities for work against the Soviet Bloc and the Chinese targets. With time (he is forty-one) he will be capable of assuming the senior position in any division or staff in the CS. He is clearly one of the outstanding officers in our service.

Tarid E. Murphy Chief, Soviet Bloc Division

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DD/P 6-1089 16 March 1966

MEMORANDUM FOR: All Staff and Division Chiefs

SUBJECT : Appointment of a Clandestine Services
Career Trainee Selection Board

1. A Clandestine Services Career Trainee Selection Board (hereafter called The Board) is hereby appointed, composed of the following officers:

Robert Anderson - Member

Tennant Bagley - Member

Bruce Cheever - Chairman

Lewis Lapham - Member

Edward Ryan - Member

- 2. The Board will review all files and assessments of CTs who have finished the Operational Familiarization Course, and who are candidates for admission to the Clandestine Services. The Board will interview each candidate and, after due deliberation, will either accept or reject the CT for service in the Clandestine Services. Rejection by The Board will proclude the attendance by the CT at the Operations Course. CT's so rejected will be turned back to the CIA Office of Personnel for disposition.
- 3. In interviewing the CT candidate The Board will:
  - a. Attempt to determine the CT's motivation and suitability for service in the CS.
  - b. Evaluate the CT's training to date based on his record in the Introduction to Communism, Agency Orientation, Introduction to Intelligence Techniques and the Operational Familiarization Course. If the CT has served in an attached capacity with one of the Staffs or Divisions upon completion of the OFC, the assessment of that Staff or Division on the CT's performance and potential will be taken into consideration on his overall evaluation.
  - c. Review the CT's assessment by the A & E Staff.

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- d. Attempt to determine the following:
- (1) The CT's willingness to serve overseas as directed by the CS.
- (2) The mobility and suitability of the CT's family, if any, for overseas service.
- (3) What future does the CT foresee for himself in the CS. Where does he want to go; where does he think he is going.
- (4) Any reservation the CT may express or imply as to his participation in the Special Operations Course.
- (5) Such other items—as The Board may consider relevant in the interview of specific candidates.
- o. Prepare a Memorandum of Record expressing the opinion of The Board and any observations or recommendations The Board may wish to record on its interview of the CT. Such M/R will become a part of the permanent file of the CT.
- 4. The Board will meet beginning on April 13, 1966, in Room 3-C-28, for half days, and will continue until all CT's are interviewed. The Chairman may call for such additional sessions as are necessary to complete The Board's work.
- 5. DDP/TRO will act as Secretary to The Board and will be responsible for coordination with OTR to ensure the presence of the CT's for the interview and that appropriate assessment records in the hands of OTR are available to The Board.
- 6. CSPS will provide administrative support to The Board, and will ensure that CT's now attached to the Staffs and Divisions are present for the interview and

that the assessment by the Staffs and Divisions is available to The Board.

7. The method of CT selection outlined above supersedes previous selection procedures employed by the CS in determining CT acceptance into the CS.

> Desmond FitzGerald Deputy Director for Plans

Distribution:

2 - each Staff & Division Chief 1 - each DDP Training Officer

1 - each DDP Senior Training Officer

2 - DC/FI (Mr. Anderson)
1 - DC/SR (Mr. Bagley)
1 - C/SOD (Mr. Cheever)
1 - DC/CA (Mr. Lapham)
1 - DC/WE (Mr. Ryan)

5 - C/CSPS (for file)

1 - Director of Training

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1 - Deputy Director of Training1 - Chief, Career Trainee Program

1 - COS/Isolation

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S E C k E T (When Filled In)

14 July 1966

MEMORANDUM FOR: Mr. Tennent H. Bagley

THROUGH : Head of C8 Career Service

SUBJECT : Notification of Designation as a Participant in

the CIA Retirement and Disability System

My recent memorandum on the above subject informed you that I had determined that you met the criteria specified in HR 20-50 for designation as a participant in the CIA Retirement and Disability System. On the basis of this determination and your recently executed election to remain in the System, your designation as a participant was made effective 3 July 1966.

Emmett D. Echols
Director of Personnel

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27 October 1964

MEMORANDUM FOR:

Mr. Robert W. Sheay

Secretary

Clandestine Services Career Service Board

SUBJECT:

Tennent H. Bagley Promotion to GS-16

- 1. Mr. Bagley is without question among the best qualified of the senior officers in SR Division and is also one of the most competent counterespionage officers in the Clandestine Services as a whole. Few have had his prep-aration or his experience in the Soviet Bloc aspects of this field. After entering on duty in 1950 he was assigned to the Vienna Station where for five years he worked directly on operations against the Soviet intelligence elements concentrated there. When he returned to Headquarters, he supervised the CE Section of the Polish Branch, EE Division when a combination of defectors and penetrations of the Polish services made this job one of the most demanding of any in the Clandestine Services. In his next overseas assignment in Switzerland, he evolved techniques of operational analysis of Soviet intelligence residencies which form the backbone of the system we are using today. While in this post he participated in an operation involving a major penetration of the Polish intelligence service which also had enormous significance for our efforts against the Soviets. Just prior to his departure from Switzerland, he handled one of the most complex and challenging Soviet CE operations ever encountered by our service.
- 2. In 1962 he was appointed Chief of SR Division's CE element. Under his direction the CE effort of the Division took on entirely new dimensions. Because of Mr. Bagley's marvelous combination of CS experience, substantive knowledge and enthusiasm, the SR/CI Group has become one of the most effective and highly motivated units in the Division. The Group has developed a high level of substantive specialization which it applies to CS coverage of the Soviet intelligence services throughout the world. At the same time, a large percentage of the Group's best officers have been committed full time to a special operation of great value and significance. The ability of

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SR/CI to absorb this workload stems not only from Mr. Bagiey's capacity for professional guidance but his effectiveness in leading and inspiring those under him.

- 3. Mr. Bagley's record to date reveals a high degree of specialization in counterespionage yet it would be misleading indeed to conclude that his professional interests and potential are confined to this field. His contributions to the broader problems of Soviet operations have been invaluable particularly in the way in which he has suggested new techniques for attacking the Soviet target abroad.
- 4. I consider Mr. Bagley an outstanding officer to whom the Clandestine Services will turn for the exercise of still greater responsibilities in the future. He is fully qualified for promotion to GS-16. I urge that he be promoted now in recognition of the work he has done so far and the potential he possesses for a productive career at the top level of Clandestine Services officers.

David E. Murphy Chief, SR Division

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This notice should be filed in the employee's Official Disability Claim File.	SECRET.	7,
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DODS 63-397

10 October 1963

MEMORANDUM FOR:

Mr. Tennent H. Bagley Chief, CI Branch, SR Division

SUBJECT:

DODS-Sponsored Orientation Program for Contact Division Field Officers

I wish to express my appreciation for your partici-pation in our training program at Warrenton from 23-27. September 1963. On balance, this program, which was designed to familiarize OO/CD personnel with the general mission of the Clandestine Services and the particular problems of DODS, went very well.

Your presentation stood out as one of the highlights of the program and received unanimous commendation from the OO/CD officer-trainees. Your able exposition on a most important subject contributed heavily to the success of the program and is indeed much approach. the program and is indeed much appreciated.

> TRACY HARNES Chief, DODS

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BAGLEY Tennent H. Foreign Service Cover Promotion

According to information received from the Department of State

Subject has been promoted from FSR-6 \$8,655 to

5 February 1961.

Chief, Official Cover Branch, CCG

Compensation & Tax Accounts Branch REO. Clare Cucto Halk

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- 1. Subject joined KUHARK in July 1950. He was given the Staff Orientation, and the Basic and Advanced Operations courses prior to his arrival at VOB in June 1951. After a period of agent handling and technical work in the operations support field, Subject was made Chief of the Counter Espicaage Section for the Mission in November 1952, a position which he has held until his very recent reassignment to the Soviet Section. Following Home Leave, he began his second tour here in September 1953. Subject joined the Mission as a 68-9, was promoted to CS-11 on 26 April 1953.
- 2. Subject was given a rather long apprenticestip in Vienna before he was called upon to set up the CE Section. During this orientation period he was exceed to a variety of intelligence problems, including technical surveillance, photography, secret writing, and documentation, the handling of the imerican deep cover agents, the training and mounting of an Eugerian border cresser, and the direction of an Austrian double agent. As Chief of the Counter Espienage Section, Subject's responsibilities included the supervision and training of its personnel, the direction and coordination of its activities, and the setting up of procedures for masschecking, carding, file research, and the raintenance of CE and central personality files. Subject was personally responsible for CE analysis as directed by the Chief of Operations. Subject's activity has been restricted to the Soviet CE picture, which we consider a major operational effort of this Mission.
- 3. Subject's interest and enthusiasm in his work, his attention to duty, and his ability to obtain results have been outstanding attributes in his performance here, and have resulted in his becoming there they familiar with the CE problem in Austria. He has done exceptionally well on a variety of operations, giving each of his cases a maximum amount of planning, and demonstrating an unusual grasp for details. He has read widely in case files, and now possesses a better than average counter-intelligence backg und. Subject has a good working knowledge of derman, which he has learned from scratch here, and to has built up a remarkable knowledge of this area. He was quick to learn the techniques of basic tradecraft, which had enabled him to teach junior case officers and to instruct in the tradecraft seminars held at VOB. His staff guidance in certain double agent cases has increased considerably their value to this Hission. Britten reports turned in by Subject have been excellent, displaying forcefulness, fluency, and lucidity, as well as the essential brevity. He has a forceful personality and is unusually successful in agent handling.

4. A mature appearance,

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i. A mature appearance, as especially nature manner, and an excellent social presence have enabled Subject to move freely in the local scene. We consider him an extremely valuable senior case officer, and recommended manisously that he be promoted to 08-12 at a recent meeting of the Promotion Poards

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## SECRET

5 August 1956

MEMORANDUM FOR: EM/Personnel

STRIPCT

Promotion Recommendation - Tement II. Bagley

1. We recommend herewith that Tennent E. Bagley, incumbent of slot BO-216 on the T/O of EE/P be promoted from CS-12 to OS-13.

2. Mr. Bagley is one of the best all arcent operations officers the undersigned has ever worked with, and evinces in all matters he has been concerned with a deep and mature unterstanding of intelligence operations and a deep sense of responsibility and integrity. He has, since joining EE/P, been Chief of the CE Section, supervising the work of a staff of five, some of whom are of equal rank with Subject and have been concerned with Agency Polish matters for many years.

Mr. Bagley arganized his section in a most efficient and tactful manner and succeeded in turning the work of his subordinates into channels of real value to the Branch, a job requiring me mean diplomacy and patience.

3. As a supervisor and as an operations officer Mr. Pagley has distinguished himself while at this Branch in a manner which clearly calls for his advancement to a grade which would only to communicate with the extent of his responsibilities and his singular shifties to carry them out.

REARD E. RUMAN Creet. TEUR

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Chief of Operations, DD/P

25 Nay 1955

Director of Security

BAOLEY, Tennest Harrington - #38638

1. Reference is made to your memorandum of 7 April recommending to the Director of Central Intelligence approval of the request made by Mr. Regley for permission to remain in the employ of the Agency following his marriage to Miss Maria Lonyay.

2. This is to report that the Deputy Director of Central Intelligence has approved Mr. Bagley's request subject to the conditions contained in a NIMORAN DUN FOR THE RECORD dated 18 May 1955, a copy of which is attached.

FOR THE DIRECTOR OF SECURITY.

Chief, Personal Security Division

Attachment: DECI Namo dated 10 May 1955

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ces Director of Personnel

CLUBE

COPISE

18 Hay 1955

#### MEMORANDIN FOR THE RECORD

The request of Tennent Harrington Begley for permission to remain employed by this Agency after marriage is approved subject to the following:

- 1. Subject's immediate supervisor will be notified by cable to counsel with subject regarding the serious effect the marriage will have in impairing what otherwise appears to be on outstanding career with this agency. Subject, although young, has desconstrated exceptional ability and great promise and has been promoted well should of others of his age bracket. Based upon his actions to date, it would appear subject might ultimately expect to attain a position of considerable importance and responsibility in this. Agency, if no inherent limitations develop. The proposed marriage places such a limitation on the use of subject, not only in particular parts of Europe, but in Headquarters as well. Certain elements required of high level employees of the gency will be difficult to obtain if this marriage is contracted, and the limitations on the type of assignments which will be available to him will not enhance his career development.
- 2. After receiving this counsel and giving it consideration, if subject continues in his desire to marry and contracts the marriage, he will be removed from Austria as soon as he can conveniently errange for his spouse's visa. Following the marriage, he shall be withdrawn from the more sensitive elements of the Station's business.

13/

C. P. CABELL Licuterant Ceneral, USAF Deputy Director

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SELLE

## SECRET-

Aper

PERRANDER P.R. Director of Control Intelligence

1-5701

T. PORTE

Greater of Personnel

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- 08-13, 55 Mytaton, Poquest for Persission to Pensis in the Supley of the Agency After Persission to an Alies
- 1. It is recommend that T. Marlo, 's request to remain in the explay of the Armey after his marriage to Maria Languy, on Assirtion citizen, he expressed.
- 2. This recommendation is besed on the following factors after consideration of this request by the Clambertine Carries Career

Agency circs July 1990. He has converted to the chility in his field ereignments and is regarded as an extremely valuable narver efficer.

b. The limitation which this provessed marriage would place on Ar. Regley's use in his tharvest sould be minimal since his normal tour of day in Austria will expire in Reptactor of this year.

J. The security proposed sorrige have been abserved to the office of security for its separate recommendation.

inter or speculation, 20/P

C. The Mass.

Simon

11 APR 1955

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Chief, R Attn: Roman R. Patersill Chief of Rission, Austria

Administrative/Fergamel

Promotion Recommendations

KAPOK

Kindly advise us of the status of the following recommendations for promotion submitted by this Rissians

(Fava-6376, 19 March 1954) - ED 6 700 (FAVA-6661, 15 April 1954) Quelan C (FAVA-7058, 14 May 1954) T

Nector A. Fairfield

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SECHET

#### APPLICATION FOR MEMBERSHIP IN THE CAREER STAFF

To the Chief, KUBARK

I submit herewith my application for membership in the Career Staff defined below:

"The Career Staff is a group of carefully selected and trained individuals who accept an obligation to devote themselves to the needs of the Organization, and who intend to make a career with the Organization. tion."

In accordance with this definition, I desire to devote myself to the faithful performance of duty in the Organization, and I accept the obligations and conditions of that service which are determined to be essential to the furtherance of its mission.

I am aware of the many restrictions necessarily placed upon me by virtue of the security requirements inherent in my employment by the Organization: I am also aware that as a member of the Career Staff, it will be my obligation to serve anywhere and at any time and for any kind of duty as determined by the needs of the Organization and I have been assured that in order to carry out this policy, full consideration will be given to my particular capabilities, interests, and personal circumstances. By virtue of this application for membership and upon my acceptance in the Career Staff, I am assured that, with continuing satisfactory work performance and conduct on my part, just and equitable attention will be accorded my personal progress during my tenure in the Career Staff. I am also assured that, on my satisfactory completion of any assignments, I will be offered reassignments which are compatible insofar as possible with my abilities and career interests, and that I shall be entitled to the benefits now available or to be made available in the future to members of the Career Staff of the Organization.

MEMBERSHIP IN THE CAREER STAFF APPROVED, TO TAKE EFFECT\_\_1\_\_\_1UL\_\_1954 Tennett H. Bagley

5-52

(Signature)

FOR THE CHIEF, -KUBARKI EXECUTIVE DIRECTOR KUBARK SELECTION BOARD

v. 5. (Date)

**SECRET** 

Chief, FE Attn: Konneth M. Wilbanks Chief of Mission, Austria 12 My 195h

KAPOK

Administrative

TRAVERT H. BAGLET

Recommendation for Promotion -

1. Subject joined KUMARK in July 1950. He was given the Staff Orientation, and the Basic and Advanced Operations courses prior to his arrival at VOB in June 1951. After a period of agent handling and technical work in the operations support field, Subject was made Chief of the Counter Esplonage Section for the Mission in November 1952, a position which he has hold until his very recent reassignment to the Boviet Section. Following Home Leave, he began his second tour here in September 1953. Subject joined the Mission as a CS-9, was promoted to CC-11 on 26 April 1953.

- 2. Subject was given a rather long apprienticeship in Vienna before he was called upon to set up the CE Section. During this orientation period he was exposed to a variety of intelligence problems, including technical surveillance, photography, secret writing, and documentation, the handling of two American deep cover sgents, the training and mounting of an Hungarian border crosser, and the direction of an Austrian double agent. As Chief of the Counter Empionage Section, Subject's responsibilities included the supervision and training of its personnel, the direction and coordination of its activities, and the setting up of procedures for manachecking, carding, file research, and the vaintenance of CE and central personality files. Subject was personally responsible for CE analysis as directed by the Chief of Operations. Subject's activity has been restricted to the Soviet CE picture, which we consider a major operational effort of this Mission.
- 3. Subject's interest and enthusiasm in his work, his attention to duty, and his ability to obtain results have been cutstanding attributes in his performance here, and have resulted in his becoming thoroughly familiar with the CE problem in Austria. He has done exceptionally well on a variety of operations, grasp for details. He has read widely in case files, and now possesses a botter than average counter-intelligence background. Subject has a good working knowledge of derman, which he has learned from scratch here, and he has built up a remarkable knowledge of this area. He was quick to learn the techniques of basic tradecraft, which had enabled him to teach juntor case officers and to instruct in the tradecraft seminars held at VOB. His staff guidance in certain double agent cases has increased considerably their value to this fission. Written reports turned in by Subject have been excellent, displaying forgefulness, fluency, and lucidity, as well as the essential brevity. He has a forceful personality and is unusually successful in agent handling.

4. A mature processance,

h. I mature appearance, an especially mature manner, and an excellent social presence have emabled Subject to move freely in the local scene. We consider him an extracely valuable scener case of Moor, and recommended unanimously that he be presented to S-12 at a recent meeting of the Promotion

John M. Paley

Distribution

- 3 18 1 0CH 1 Admin 1 Filo

CLACSIFIED MESSAGE

CENTRAL INTELLIGENCE AGENCY

16 SEP 53

EE 6

IN 18833

TO:

DIRECTOR, CIA

FROM:

SH REP VIENNA

ACTION:

HOUTINE

15572.16SEP 53

INFORMATION FI /ACLIIN, PP 2, DD/P-ADMIN, FD 3, LO/TO 2, PEPS/2, FI/AI 2

VIEW 0858

TO: DIR

ADUIN:

APPIVED 15 SEPTEMBER 53.

END OF MESSAGE

Stores Story 1853

IT TO FORBIDDEN TO MAKE A COPY OF THIS MESSAGE

COPY NO.

CLASSIFIED MESSAGE CENTRAL INTELLIGENCE AGENCY 16-SEP 53. IN 18935 DIRECTOR, CIA FROM: SN REP VIENNA HOUTINE ACTION: EE 6 15572 16 EP 55 INFORMATION: FI /ACCIIN, PP 2, DD/P-ADMIN, FD 3, LO/TD 2 PERS, 2, FI/AI 2 VIEN 0858 TO: DIR VOTIEN APPIVED 15 SEPTEMBER 536. END OF MESSAGE.

SECULETY INFORMATICAL

COPY NO.

(44)

IT IS FORBIDDEN TO MAKE A COPY OF THIS MESSAGE

#### SECHET

fice

Security Information

Date: 2 Sapt 53

Control Intelligence Agency 2430 E Street, N. W. Washington, D. C.

#### Centlemen:

- 1. In accordance with the policy of this agency, it is understood and agreed by me that I shall be required to serve a minimum term of two years from the date of my arrival at my overseas post of duty, unless torninated by the Coverment for its convenience. If the assignment is terminated at my request in less than twenty-four menths, the following shall prevail:
- (a) If I resign in less than twolve months from the date of my arrival at the overseas post of duty, I shall ruimbures CIA for all travel expenses involved in the transportation of myself, my immediate family, household goods, and personal effects and automobile to the foreign station, and pay all such expenses for return to the United States.
- (t) If I resign between the twelfth and twenty-fourth month from the date of my strival at my overseas post of duty, I shall pay all expenses for the travel and transportation of mysulf, my immediate family, household goods, and personal effects and automobile to the United States.
- 2. Part (a) above shall not apply to employees who have served in a departmental position with CIA or who have corved an overseas tour of duty with CIA, and in such case part (b) only shall apply, amended to read: "If I desire to terminate or return to the United States prior to the expiration of twenty-four menths from the date of my arrival at my overseas post of duty, I shall pay all expenses for the travel and transportation of myself, my immediate family, household goods, and personal effects to the United States".

Witness:

SECRET Security Information



### SECRET

RECORI	O OF TRANS	PORTATIO	N FURNIS	HED (1)	80 August 1953	
Tenent S. Di	~,, ·	D1412101	. 83,	0.	TRAVEL ORDER NO. EB-670/53	
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FORM MO. 36-154 MAR 1953 SECRET

1481

We Tennest H. Bayly DATE REI ONTED WASH 18 CO.

DISPA. .4 NO. SICRE SECURITY DEPOCHATION CLASSIFICATION DATE: 27 February 1953 Chief, EE ATTN: Thomas D. Hullally Chief of Mission, Austria wo SUBJECT: GENERAL - Administrative specific - Promotion for BAGLEY, TENNENT joined KUBARK in July 1950 and arrived at this Mission on the 15th of June 1951 as a 08-9. 2. Since his arrival has continually showed himself as a great asset to the Mission. After a period of technical work and agent handling, was made chief of the Counter Espionage Section for the Mission in November

1952. He has done an excellent job in organizing this section and in handling and training the four persons whom he supervises.

3. Upon his arrival in Vienna, knew little German. He has nowmastered the language to such a degree that he can handle German speaking agents. His handling of Grabysm 1 and Leland D. Slaughter has been outstanding in that by carefully training these agents he increased considerably their value to this Mission. In addition, has an excellent grasp of basic tradecraft which enables him to perform his functions with great efficiency and to teach these tradecrafts to the junior members of his section. is one of the regular instructors in the Vienna Operations Base tradecraft seminars. \_\_\_\_\_has shown an unusual social ability in Vienna, a quality which has done much to help him move freely in the local scene. His duties frequently call for large quantities of written work, and he has proven himself able to handle this speedily and with clarity of expression.

4. is a very promising case officer, and at a meeting of the Mission Promotion Board was unanimously recommended for premotion to GB-11. It is with great confidence that I submit his name to Headquarters for this action.

Recommended and Approved Henry P. Dagenham

Attachment - Job Descrip.

SHORTY BYERGATION

Distribution: 2 EE - 1 Wer round HAR. 1919 51-28 A 1 Admin - 1 Ri

CLASSIFICATION

V I A :			DISPA	TCH NO. FAVA	1608	
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Attachment as noted

Distribution: 2 DE 1 Grower 1 Cratles 1 Admin

File 201

CLASSIFICATION

#### INCOMING CLASSIFIED MESSAGE

### CENTRAL INTELLIGENCE AGENCY.

SECRET

VIENNA "

ROUTINE

SPECIAL OPERATIONS

- 19 JUN 51

FDN (1-2-3)

IN 45599

INFORMATION: | LD (4) AD/SO (5), ADMIII (6), PDC(7), CFD (8-9-10),

VIEN 5632

TO: WASHE

CITES VIEWE



ARRIVED VIEHIA POS 15 JUNE 51.

Tennent V. Bagley

file

May 25, 1951

28

BAGLEY Tonne

Tennent

Harrington

Nov. 1, 1925

PL 724 79th

133

DIDEFINITE APPOINTMENT SO 10180

C25-51

5-25-51

Political Officer

Assistant Attache

Vienna

755-9 \$4290.00

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VA-138-a

INDEF

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Sec. Sec.

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USA

Male

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California

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Inactive US Marine Corps Reserves, 1st. Lt., 047506

Standard Forms 84 and 87 5-25-51:

Social Security No. 570 38 7705

Pfeifer File

STALL.

2L May 1951

Or Percennel Director, CIA

TA: ADMIN and PDC

PROPIL PO

SUBJECT: Toment B. Bacley

l. It is requested that permission be procured from the Farina Compa and the Celective Corrige for subject to leave the country on a two-year assignment with this Agency in Austria.

- 2. Below is the information on subject's draft and reserve
  - A) Selective Service:

Board:

Local Board No. 1 1729 New York Avenue, N. V. Washington 25, D. C.

Classification

4-4

Belective Corvice Humber: 19 1 25 188

Home Address

2168 Florida Avenue, N.W., Washington, D. C.

B) Haring Reserves

Rank and Serial Rusber: First Lieutenant - 017506

Pariso Reserve Unit:

11th Harine Corps Reservo District

3. Subject has been in the Agency cinco 21 July 1950 and 10 unuqually well qualified for intelligence work in Amstria. If the above permissions are granted, subject will be cent immediately to Management.

Perococión receire

Hugh T. Curainghean Acting Chief, FDM

APPROVED!

15362

For the Assistant Director, Special Operations

Marin No. 20-

### OUTGOING CLASSIFIED MESSAGE

### CENTRAL INTELLIGENCE AGENCY

SECRET

PACE NO.

To

I ENNA

ROUTINE

From

SPECIAL OPERATIONS

15 MY 51

CONFERNATIONPOC (1)

OUT 51984

INFORMATION: AD/SO (2), FOM (5), S/C (4-5-6), DDP (7)

Puraphrase Not Regulred. Bandle as SBERET Correspondence per Pars. 11 (2) 664 AR-1004

WASH 41779

TO: VIEN

CITES WASHE

RE: MAY-W 3292

SUBJECT OF REFERENCE IS MR. TENNETT H. BAGLEY.

me

H., LITTLE

...

B. TWEEDY

OBIGINATING AND COURDINATING OFFICERS

AUTHENTICATING OFFICER

TOD:

SECRET

COPY No.

19542 15 HE ABIDDEN TO MAKE A COPY OF THIS \_\_SSAGE

## SECRET

WIR-2-8:1951

#### PENCHARUM FOR THE PRINT OF STATE

MINISTERS Br. W. Pork Arestrong, Jr.

Cabject : Bequest for Arpointment in the Foreign Service as Vice Cancal at Tienna for A. Tarmett Barrington Bagley.

Zarlommes & Ports DEP-14

h. Stanlard Porter 28 and 39

de Proposed blography

- 1. It is requested that Mr. Termett 5. Begley be appointed in the Poreign Corvies with the title of View Consul, Fix-9, 14,470.00, for duty in the American Legation at Vienna, Austria.
- 2. We Beging received his i.s. Lorron from the University of Scottern California and his w.A. and Phil. Lorrons from the University of Consva. In has held marry a year's emperiones as an intelligence officer is Covernment sorrice and it is believed, possesses the pre-scalesal qualifications necessary for his duties so well as the qualifications expected of an exprise official coverns stream. By will receive from CIA a Lands colory of LifeCaOO per amount
- 7. Fr. Sepley will replace the Jest 7. Picificone who will be reassigned chartly after in taging a carrival.

POST THE DESCRIPTION OF CHIEFAL BUILDINGS

9. 0. VD45 Assistant Director

ec- OBjece

SECRET

## SECRET

#### TERRETT HARRINGTON BACLEY

OCCUPATIONAL EXPERIENCE: July 1950 to Present - Intelligence Officer, Contral.

Intelligence Agency, Washington, D. C.

Secen

RACLET, Tennett Harrington. -- b. Annapolis, Md.,
Hov. 11, 1925; Princeton U., 1912-13; U. of S. Calif.;
A.B. 1917; U. of Geneva, M.A. and Ph.D. 1950; single.

Mr. Harold Pfeifer

FROM

Request for Designation - Mr. Tennent H. Bagley

It is requested that necessary steps be taken to obtain a Foreign Service designation for the following employee:

Narce:

Tennent H. Bagley

Station of Assignment:

Vienna, Austria

Foreign Service title requested: Vice Consul

Employee is not a replacement.

Availability date for departure: 15 March 1951

	. A NOTE 108
· #970	trust Jam (AAD)
Bagley Jennett H. 51	ther the Spansor
11120 Diec. Officei (Ops)	Cor Andrew Spansor  Gracia a Sallary US-9 / 4600
Request for Title from	Physical (Stats)
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mo av timi	The Charles of St. St.

M. 3 6. m.

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FROM:

Transfer of Terment H. Bagley

It is requested that subject be transferred from the German 1/0 to Slot No. 6 of the External Section "A" (Vienna). This is a temporary move. Adjustment will be made when the new Vienna T/O is approved.

SACRET

OFFICE MOMORANDUM

TO: Chief, IAS Staff

DATE: 16 February 1951

PRON: Oversens Branch, CPD

SURFECT: Tennent Balley #38638

For the convenience of the Department of State, it to requested that the accordance security certification be propared and forwarded to the Department of State as soon as nossible. The subject is to be assigned to Violence Austrian.

JOSEPH S. PYVI

SECRET



Flermo

6 Peteruary 1951

TO

Oversees Branch

787

SUBJECT:

Campellation of Transportation - Tennent B. Begley

It is requested that all travel arrangements on Fr. Begley be cancelled. The Division is changing his easignment and he will not be sent to Karlsrube, Cernany.

> Elisabeth C. Dunlevy For: Clief, FDR

IEB / II 32 AM 15 TRAMSPORTATION LAAMCH

22 January 1951

SE.

701

Overseas Branch, ID

VIA

Assistant Director, Special Operations

PROM

711

SUBJECT

Poreign Travel Request

1. It is requested that appropriate traval orders be issued for Mr. Tamant H. Doğlar to proceed to Exclarate, Cornery on PCS.

- % The following information to cubultted for the preparation of the Poreign Travel Orders
  - a. Justification: Mr. Bagley is being sont to Commany as on Intelligence Officer, CS-9, against FOS/DAD Slot No. 53.
  - b. Availability date to common travel: 1h March 1951.
  - o. Hode of travel: Sea
- d. Requested deviation from most direct route and justifiestion therefore Subject has requested and the Division has no objection, six (6) days' annual leave in Switzerland enroute to Station.
  - e. Dependents to be authorized to travel: No
  - f. Household effects to be enthorized! Yes
  - g. Shipsent of personal extendile to be methorised. Tes
  - h. Special provisions: 3500.
  - i. Travel advance of \$200.00 is requested.

Blisaboth C. Dunlevy-Fort Chief, FDM

AFPROVED:

For the Assistant Director, SO

F(EE

DIV APAG A JOSEPHE 1 Mars BAOLEY, Tourseut H. Sauter Regular Sauter Remains Title Intelligence Officer fra & interior 9 \$1600. Aft. Trans. Interior Hachington, D. C. to Karlamuhe, Carmany for PCS. 2 Avellability Date in Berch 1951 Type of Transfer rode of Travel \_\_\_ See Stonovers, Immitter, & Forges Affects & Borings Travel Advance Enected Forestelling 3. Contract 31 Dans 5/ Residence & Sevendancy Report OK Automobile Agreement Clearance Sees 22 January 1951 Reverve Release lette 617506 papers of ther in Los Angeles or Wash. Presmort Letter \_\_\_\_ Date Paintors Offerned Pr No. \_\_\_\_ bets of Lerus .\_\_\_ d to by 1888 amont infragressammenta vinas to tourist a square against reaching de and a strong and and another Physical Recussied 22 Jan. 51 Red & Cert. Ford. Inoculations TCA Rectuested Cable to. Cable to. Military or haval Ordere Englewood \_\_\_\_\_\_Cruers Racid. AGO Card Requested AGO Card Receised Directors Accountment Scheduled for Absolutement Completed Devarbure Notice : Devarber Cable 

SECRET

# PERSONNEL TRANSFER LETTER

6 January 1951

TO: Mr. Terrett W. Berley

l. Pursuant to authority vested in me, your official station is hereby established as <u>Variance Cornage</u> affective 7 Samury 1951.

Upon receipt of proper Travel Orders you will proceed from Washington, D. G. to such station, was

- 2. The travel to your new station is to be accomplished as soon as practicable after receipt of proper Travel Orders. This transfer is not for your convenience or tenefit, or at your request, but in the best interests of the Government.
- 3. In accordance with the provisions of applicable agency regulations, and subject to the availability of funds, the shipment at Government expense of your household goods and personal effects, including packing, crating, unpacking, uncrating, drayage, and temporary storage not to exceed ninety days, within the prescribed weight allowance, is authorized:
- 4. Sitject to the availability of funds, the movement of your immediate family at Covernment expense is authorized in accordance with agency regulations.
- 5. Authorization for the shipment of a personally owned automobile at Government expense, when consistent with agency regulations, is hereby authorized.

Enier. EMPLOYEES DIVISION

FORM NO. 37-114

珀

SECRET

Poe Replayers Division

TAS EXO

PROFES FOR

SURFECT: Tonnent Ile Begley.

ir. Singley has been recalled to active duty as a First Lieutenent in the Varino Corps with effective date 11 December 1950. The order is by letter kt-12/3761 of Headquarters U. S. Marine Corps, Washington, D. C., dated 3 Rowmber 1950 and addressed to his home in Ma Jolla, California (copy attached). Since Mr. Bagley is on duty in Washington, he did not receive the order until 13 November 1950.

Pr. Barley was employed by this Agency on 2h July 1950 as a Research maly it assigned to the Advisory Council. Since reporting for duty, he has been in the Training Courses and will complete the Advanced Operations Course on 1 December 1950. During this period, however, it has been agreed that his qualifications could bent be utilized as an intelligence Officer in Germany, and the papers are now in requesting him transfer to TEM for that purpose.

Request that Mr. Bagley's deferment from recall to active duty with the marine Corps be arranged on the grounds that his work in the fraction Courses has shown him to be unusually sell qualified for intelligence work in Coursey and that sem of his caliber and background are still badly needed by the German Station. If this deferment can be arranged, by will be sent to Germany as a GS-9 intelligence Officer at the earliest opportunity.

Richard Holmo Chief, Fill

Attachent

APPROVED

270

Transfer of Mr. Tennent H. Bagley

As indicated in the attached memorandum from Mr. Horace S. Craig, Jr., Chief, Advisory Council, Mr. Bagley is released for transfer to this Division. At the present time, Mr. Bagley is a student in the Advanced Operations Course. It is planned to have him report to TNN mon completion of the above-mentioned Course which will be 1 December 1950.

It is requested that action be initiated to have him transferred to FOM as soon as possible: Intelligence Colicen, GS-9, FOS/DAD Slot No. 53.

For: Chief, FDM

Tennent Hurrington Bagley, hereby cortify the inforcation appearing on my Pursonal Listory Statement dated. is still accurate and correct, except as follows: Francische estudence in Ferney- Voltaine Gin), France, 15 1912 Present address 2169 Florida dec. NW, Washington, D.C.

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PERSONNEL OFFICER			: -	-	
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NAME OF EMPLOYEE					
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Not Applicable				-	
PLOYEE'S ENERGENCY ADDRESS: Mrs. David W. Jag	ley (Nothe	r)			
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La Jolla Californ				A+=	·
MPLOYEE'S LOCAL ADORESS			, ,		
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Washington, D. C.	<del></del>		<del></del>		
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FORM NO. 97-75 DEC 1949

RESTRICTED

CONFIDENTIAL

SECRET

Mr. Bannerman

Employees Division

Tounent Harrington Bagley - 38638

Attached is a copy of letter from subject which was written to Capt. Pinnegan. It is requested that the security clearance effective 29 August 1949 be extended. It is hoped that subject will enter on duty on or about 12 March 1950.

#### ONTIDENTIAL

### Office Memorandum • UNITED STATES GOVERNMENT

Chief. Employees Division, Special Support Staff DATE: 23 February 1950

FROM : Chief, Personnel Security Branch .

SUBJECT. BACLEY, Tennent Harrington - 38638"

Reference is made to your memorandum dated 17 February 1950 . requesting an extension of the escurity approval granted for sub-

This is to advise that the security clearence granted on-29 August 1949 is still in effect, provided subject enters on duty within 60 days from this date.

processed for caployment with the Advisory Council on vauchered funds. These positions are now on unvouchered funds. The security classing a should be granted on this basis and should be forwarded to this office.

PRANK G. JARTHA

# Office Minorandum . UNITED STATES GOVERNMENT

DATE: 15 September 1949

Deputy Personnel Officer

FROM : Chief, Personnel Security Division

SUBJECT: BAGLEY, Tennent H.

Reference is made to your memorandum dated 24 August 1949

This is to advise that this office interposes no objection to the contemplated transfer of Subject from Vouchered to Unvouchered Funds in the Advisory Council.



<del>,</del>			Alson 5.	<u>//-</u> .
,	PERSONNEL A	CTION REQUEST	Ų	: 12
NAME:		CLASSIFICATION	PY PY	TE <
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November 1965

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MEMORANDUM FOR: Mr. Tennent H. Bagley

THROUGH : Deputy Director for Plans

THROUGH : Chief; EUR

SUBJECT : Intelligence Medal of Mezit

- 1. The Honor and Merit Awards Board is pleased to notify you that the award named above will be conferred on you in recognition of the excellent service you have rendered this Agency. Security considerations relevant to the award are explained in the attached memorandum from the Office of Security.
- 2. The award will be presented to you at a ceremony to be held in the near future. Members of your family, Agency associates, and intimate friends who are aware of your Agency affiliation may attend the ceremony.
- 3. Invitations to the ceremony will be extended by the Executive Secretary, Honor and Merit Awards Board, Office of Personnel, extension 3645, room 412, Magazine Building. Please send to that office the names and phone numbers of the guests you would like to have invited, and indicate any dates on which you would not be available for such a ceremony.

R. L. Austin, Jr.
R. L. Austin, Jr.
Recorder
Honor and Merit Awards Board

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SECTION 6.

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exement, Service, or Performance: State character of service during period for which reco ded. (Give complete description of admisistrative, technical, or professional duties and responsibilities if not covered in Section C; include dates of appreciate and relief.) What did the individual do that merits the award? Why was this outstanding when compared to others of like grade and experie Il fessenstantenis or encirties relimite appropriate, include production, records and assistance rendered by other persons or units. Wha sults of achievament, service, or performance. Include reference to Fitness Reports, betters of Comsupports this recommendation. Englass unclassified charles. re encountered or overcome? Indicate re-

Mr. Tennent H. Bagley, currently Chief of Station, Brussels, is recommended for the Intelligence Medal of Merit in recognition of his outstanding service of 22 years as a Clandestine Services officer.

For personal reasons Mr. Bagley has elected to retire effective June 1972.

From the beginning of his CS career, Mr. Bagley's exceptional abilities were clearly recognized and he received assignments of ever. increasing responsibility in the Soviet operations field. Following a highly successful tour as a senior operations officer in Switzerland, Mr. Bagley was assigned to Headquarters as Chief of the Counter Intelligence Branch of the SR Division. In this key and demanding post, Mr. Bagley showed managerial skill combined with knowledge in depth of the complexities of counter intelligence work. His outstanding performance resulted in his promotion to GS-16 in June 1965 and his subsequent appointment as Deputy Chief of SR Division in September 1965 the comparatively young age of 39.

In addition to the full duties as Deputy Chief of an active division, Mr. Bagley continued to carry heavy responsibilities throughout this period in the field of counter intelligence. He was one of

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the key officers responsible for the direction and control of some of the most sensitive operations then being conducted by the Clandestine Services. He carried out his responsibilities with skill and discretion, and the ability to stand up under repeated periods of heavy pressure.

In recognition of his excellent service as Deputy Chief SR, Mr. Bagley in March 1967 was assigned as Chief of Station, Brussels, a major target area of Soviet espionage due to the presence of NATO and European Community Hoadquarters.

In the past five years as Chief of Station, Brussels, Mr. Bagley has been an effective Station Chief who has been particularly successful in the field of liaison. He established a unique relationship with the Chief of the Belgian Internal Security Service which has greatly facilitated the over-all operational activities of the Brussels Station. This relationship successfully underwent its strongest test at the time of the defection of a GRU officer in Brussels in October 1971 and the subsequent worldwide propaganda exploitation of his disclosures.

Under Mr. Bagley's direction Brussels Station has concentrated heavily on the Soviet target and has been a major test area for the non-official cover concept for operations.

Mr. Bagley's entire career has been characterized by the consistent excellence of his performance in each assignment of increasing responsibilities that he has undertaken. He is recognized as one of the top Soviet operations specialists in the Clandestine Service and has spent the bulk of his twenty-two year career working in the most sensitive and complex areas of intelligence work. We regret his decision to retire for personal reasons and the loss of his experience and expertise to the Clandestine Service. It is strongly recommended that in recognition of his outstanding service to the Clandestine Service in positions of critical and demanding responsibility Mr. Tennent H. Bagley be awarded the Intelligence Medal of Merit.

Archibald B. Roosevelt, Jr.
Chief
European Division

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EFFECTIVE DATE OF MAY ADJUSTMENTE 9 JANUARY 1972.

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EFFECTIVE DATE OF PAY ADJUSTMENTS 26 DECEMBER 1969

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AS AMENDED, AND A-DOT DIRECTIVE DATED 6 OCTOBER 1962.\*

EFFECTIVE DATE OF PAY ADJUSTMENTS 3 JULY 1966

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EFFECTIVE DATE OF PAY ADJUSTMENTS 10 OCTOBER 1965

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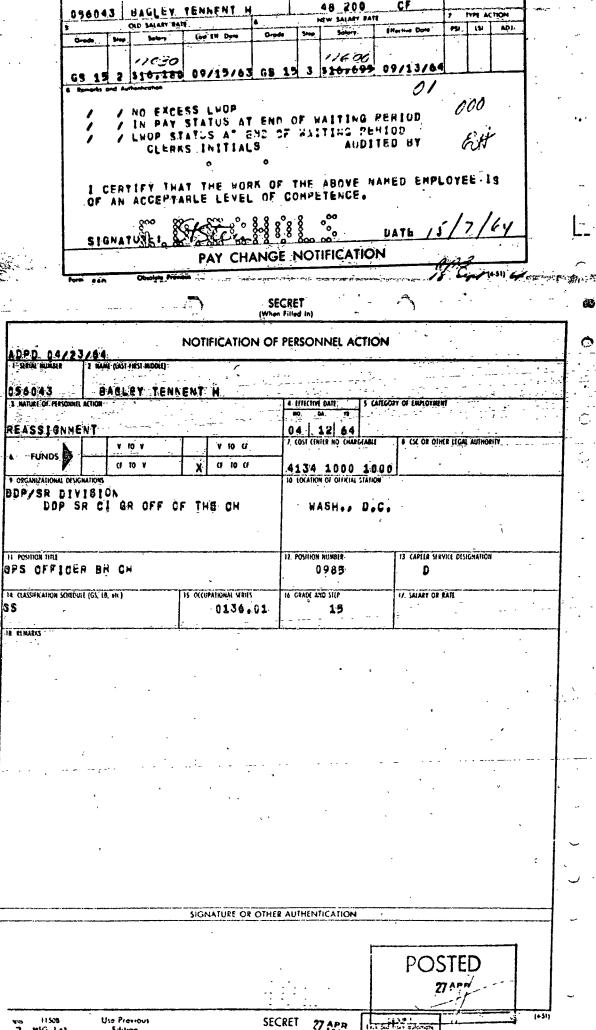
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ADJUSTMENT OF SALARY RATE IN ACCORDANCE WITH THE SCHEDULES OF THE GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964 PURSUANT TO THE AUTHORITY OF THE DIRECTOR OF CENTRAL INTELLIGENCE AS PROVIDED IN THE CENTRAL INTELLIGENCE AGENCY ACT OF 1949, AS AMENDED, AND POLICY DIRECTIVE ISSUED BY THE ACTING DIRECTOR OF CENTRAL INTELLIGENCE DATED 8 OCTOBER 1962.

SALARY CONVERTED TO RATE SHOWN FOR INDIVIDUAL'S GRADE AND STEP AS INDICATED IN CHART BELOW.

## GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

GD A DW			Per A	lnnum	Rate	s and	Steps			
GRADE -	1	2	3	4	5	6	1 7	8	9	10
GS- 1	\$3,385	\$3,500	\$3,615	\$3,730	\$3,845	\$3,960	\$4,075	\$4,190	\$4,305	\$4,420
GS- 2	3,680	3,305	3,930	4,055	4,180	4,305		4,555	4,680	4,805
<b>GS-</b> 3	4,005	4,140	4,275	4,410	4,545	4,680	4.815	4,950	5,085	5,220
GS- 4	4.480	4,630	4,780	4,930	5,080	5,230	5.380		5,680	
GS- 5	5,000	5,165	5,330	5,495	5,660	5.825	5.990		6.320	
ĜŜ- 6	5,505	5.690	5,875	6,060	6,245	6,430	6,615	6,800	6,985	7,170
GS- 7	6,050	6.250	6,450	6,650	6,850	7,050	7,250	7,450	7.650	7.850
GS- 8	6,630	6,850	7,070	7,290	7,510	7,730	7,950	8,170	8,390	8,610
GS- 9	7,220		7,710	7,955	8,200	8,445	8,690	8,935	9,180	9,425
GS-10	7.900		8,440	8,710	8,980	9,250	9.520	9.790	10.060	10,330
GS-11	8.650	8,945	9,240		9.830	10,125	10,420	10,715	11,010	11.305
GS-12	10.250	10,605	10.960	11.315	11,670	12,025	12,380	12,735	13,090	13,445
		12,495								
GS-14	14.170	14.660	15,150	15,640	16,130	16,620	17,110	17,600	18,090	18,580
GS-15	16.460	17.030	17.600	18,170	18,740	19.310	19.880	20.450	21,020	21,590
GS-16										
GS-17										
GS-18				]					]	



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Edition

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND OCT-HEMORANDUM DATED 1 AUGUST 1956; SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 3 JANUARY 1964.

14-00000

NAME SERIAL ORGN FUNDS GR-ST SALARY SALARY
RAGLEY TENNENT H 056043 48 080 CF GS 15 2 \$15.045 \$16.180

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IN ACCORDANCE WITH THE PROVISIONS OF P. L. 86-568 AND DCI MEMO DATED

SD NAME SERIAL ORGN GREST OLD SALARY NEW SALARY

DI RAGLEY TERMENT H 556043 52 27 GS-14 2 \$11,595 \$12,470

/S/ EMMETT D. ECHOLS
DIRECTOR OF PERSONNEL

SECRET (WHEN FILLED IN) 1.7 ). ASSIGNED ORGAN. 4. FUNDS 3. ALLOTMENT i, emp, Benial Ho. NAME DOPPER 22 BAGLEY TENNENT H 556043 NEW SALARY RATE OLD SALARY RATE LAST EFFECTIVE DATE EFFECTIVE DATE SRADE STEP GRADE BALARY 311,355 06 \$11,595 59 GS 14 13 GS 14 TO BE COMPLETED BY THE OFFICE OF COMPTROLLER S. CHECK ONE IN PAT STATUS OF ENG OF PARTIES PERIOR 11. AUDITED BY TO BE COMPLETED BY THE OFFICE OF PERSONNEL IA. TYPE OF ACTION 161 - P.S.S. - LALE - PAT ADDUSTREEST PAY CHANGE NOTIFICATION

P252

IN LIEU OF FORM 1150 THIS NOTIFICATION EFFECTS RESLOTTING RESULTING

SER # NAME SD OLD SLOT NEW SLOT DATE

556043 BAGLEY TENNENT H D1 1585 1586 05/01/39

SECRET

GENERAL SCHEDULE SALARY INCREASE RETPOSCTIVELY EFFECTIVE

12 JANUARY 1958 AUTHORIZED BY P. L. 85 - 462 AND DCI

DIRECTIVE. SALARY AS OF 15 JUNE 1958 ADJUSTED AS FOLLOWS

NAME SEPIAL GRADE-STEP OLD SALARY . NEW SALARY

BAGLEY TENNENT H 556043 GS-14-1 \$10,320 \$11,355

GORDON N. STEWART /S/ DIRECTOR OF PERSONNED

SECRET

SECRET

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MCM 13 JUN	c <b>e</b> 8	NOTIFICA	TION OF PI	RSONN	EL ACTIC	N		
1. Serial No.	2. Name (Last-First	-Middle)		13. Date (	Si Birth 14. V	et. Pref.   5. Se	× 16.03-50	<del>-</del>
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21. Grade & Step 06	22. Salary Or Rate 7100 \$ 0205	23. SD	Mo. Da.	التنتنب السبن	Due Yr. 26	. Appropriation		
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			PRESENT ASSI	GNMENT	`			
31. Organizational	Designation	•	Code	32. Locatio	on Of Official	Station	Station C	ode .
DOP EE					<u> </u>			
SHITZERLAND :		\ *· ·	5288	BERN SV	TZERLAND		69007	
33. Cept - Field	34. Position Title		122.33	<u> </u>	85. Position	1	v. 37. October Serie	<b>93</b>
	POL ÖFF 2ND 6 AREA OPS OFF	ECTY			1505	FSR GS	0136.01	
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SECRET (Witter Friedland)

EMP. SERIAL NO. ASSIGNED ORGAN 4 FUNUS S ALLOTMENT DDP/EE 22 υV BAGLEY TENNENT H 311 556043 OLO SALARY RATE NEW SALARY RATE LAST EFFECTIVE DATE EFFECTIVE DATE SPACE STEP SALARY SALARY GRADE BIEP 2 05 58 GS 13 1 \$ 8,990 GS 13 \$ 9,205 04 REWARKS CERTIFICATION I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY. Q. SIGNATURE OF SUPPRYSON PERIODIC STEP INCREASE - CERTIFICATION FORM NO. 560 SECRET PERSONNEL FOLDER

	<del></del>	(M Com Little 3 lv)	<del></del> . <del></del>	· · · · · · · · · · · · · · · · · · ·
ARE: 7 MAR 1958	NOTIFICATION (	OF PERSONNE	L ACTION	
1. Serial No 2. Name (La	ist-First-Middle)	3. Date O		
111	TENNENT H	Mo. Da.	25 10 M	1 07 24 50
7. 5CD 8. CSC Reca	9. CSC Or Other Legal Aut	hority 10. April.		o. Yr. Yes 1 Code
04 08 47 No-2 1	50 USCA 403 J			7r. Yes 1 Code No 2 2
·		is assignmen		
14. Organizational Designations		Cody 15. Legion	on Of Official Segren	Station Code
DOP EE.				
OFFICE OF THE CHIEF		88 DERN,	SWITZERLAND	69007
16. Dept. Field 117. Position   Dept. 1   Code	igo		1	rv. 20. Occup. Series
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13 1   5 8990		04   56   05   0	4   20   0/2/00 22 00	2)
27. Nature Of Action	Code 28. Ell. Da	te 29. Type C	VEMBIOAGE CO	de 30. Separation Data
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	PRESENT	ASSIGNMENT		
31. Organizational Posignations	: c	odo 32. Location	Of Official Station	Station Code
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SWITZERLAND STATION	- 1	NO .		60007
OFFICE OF THE CHIEF	1528		ITZERLAND 36 Position No30, Ser	69007 [37. Occup. Series
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06 5 7100 8990	Ma D	4. Yr. M6. Do	. Y.	i
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SUBJECT IS TO BE PAID \$7100 TO BE FAID BY D	PEPT. OF STATE AND AL	LOWANCES/IN A	ICCORDANCE PRENEWITH	nt
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33. Dept. Field 34. Position Title
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#### SENTRAL INTELLIGENCE AGEN

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FORM NO. 27-1

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AUG 1949 257- 1 PREVIOUS EDITIONS ARE NOT TO BE USED. SECRET

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### MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT

Tennent H. Bagley, GS-16, Employee Number 056043, DOB: 11 November 1925; Chief of Station; Career; Service Designation: D.

PERIOD UNDER REVIEW

1 April 1970 - 31 March 1971

MONTHS UNDER MY SUPERVISION:

42 months

OVER-ALL RATING

Strong

- 1. As Mr. Bagley completes approximately 42 months as Chief of Station, Brussels, progress in Brussels remains uneven. An aggressive attack against the Soviet target has been undertaken by a portion of the Station. Liaison has been exploited to a degree unparalleled in other European Stations. However, there has been a rather frustrating lack of major progress on the part of the NOC component of the Station. While a number of factors have contributed to these results, Mr. Bagley's style of leadership has undoubtedly been a major one.
- 2. Mr. Bagley has few peers in his ability to investigate and define a Soviet target, and to design mechanisms capable of assaulting this target. The research of this target under his close supervision has been impressive, and the mechanisms designed to support contemplated operations and to keep the target under constant review have been functionally designed. Some impressive achievements have resulted from these efforts but, at the same time, overall progress has been disappointing:
  - A. The non-official cover component of Brussels Station, consisting of 10 operations officers, 2 support officers and 4 other personnel, is only now taking a form which would permit its effective deployment, but its gains in organizational readiness are threatened by the possible loss of leadership which, in turn, stems at least in part from failure of Mr. Bagley clearly to delegate both responsibility and authority to the key individuals involved in this unit.

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B. The physical divisions within the official component of the Station have separated personnel and files in a manner which makes close teamwork against the target difficult. These divisions could and should have been corrected.

- Mr. Bagley has not always seen eye-to-eye with Headquarters on matters of method and emphasis, a phenomenon which has impaired operational progress. We accept that each Station Chief has the right -indeed, the duty -- to hold independent views and to express them with integrity (as Mr. Bagley has done), but believe that differing views could have been resolved more easily had Station reporting to Headquarters been less parsimonlous.
- 3. To sum up, Mr. Bagley's abilities to conceptualize and to build viable models is truly outstanding, as is the exhaustively thorough manner of his staff work; his capability to translate his concepts into productive human endeavor has been less impressive. In spite of his considerable social and diplomatic skills, Mr. Bagley is essentially a reserved person who finds some difficulty in communicating with his subordinates.

In spite of the problems noted, problems which we perhaps overstress as a result of our high expectations, Brussels Station has made good progress during/this period and Mr. Bagley's performance has been STRONG.

Chief,

European Division

REVIEWING OFFICER'S COMMENTS:

I Well Date:

\*

Assistant Deputy Plans,

TO : Tennent II. Bagley

SUBJECT: Annual Fitness Report

- 1. In accordance with the fitness report procedure for EUR Division, a copy of the fitness report on the Chief of Station is forwarded to him upon completion by the Rating Officer. Depending upon the grades of the Chiefs of Station concerned, the fitness reports are prepared either by the Chief or Deputy Chief of EUR, and those written by Chief, EUR go to Deputy Chief CS for review.
- -2. It should be borne in mind that this fitness report has been prepared in accordance with the EUR Division policy for such reporting as established in Field Notice 41.
- 3. Please sign at the bottom of this letter of transmittal on the line indicated, to certify that you have seen the fitness report. The transmittal letter should then be returned to Headquarters for inclusion in your personnel file.

/s/ John L. Hart

I certify that I have seen my fitness report for the period & April 70 - 31 March 71, and have attached my commenter for the record.

/s/ Tennent II. Bagley
SIGNATURE

27 april 197/

RYBAT SEGNET

27 April 1971

COMMENTS on Fitness Report on Tennent H. Bagley
1 April 1970 - 31 March 1971

I agree with the fitness report's own suggestion that the "problems" it noted were overstressed: its negative content outweighs the positive by nearly three to one and is emphasized by its format and sentence structure. Because its overall effect belies the "Strong" rating, I believe that it creates a misleading picture, and therefore think it necessary to comment. Moreover, the report leaves the impression of a general failing in two specific areas which I am sure it did not intend to, since these are two areas which, during the two years since the preceding fitness report, have been repeatedly praised by Division management: 1) the level of operational activity at this Station ("his capability to translate his concepts into productive human endeavor has been loss impressive") and 2) the development of a NGC facility ("frustrating lack of major progress on the part of the NGC component").

The report could usefully have made more precise its implication that I have not created a satisfactory amount of productive human endeavor by my concepts and plans. When I took over this Station I inherited about 10 valid unilateral assots. We have since added at least 80 new ones, of whom about 40 remain particularly productive and promising and at least 25 more continue to be useful, sometimes necessary, informants or action types. Most if not all of these new assets were spotted and recruited in direct response to my planning and concepts. I have thus more than quintupled the Station's assets and its capability to respond to the varied directives and requests it receives. The high rate of acquisition of new assets has remained generally constant throughout the period since the preceding fitness report. Perhaps the current fitness report questions the "productivity" of these assets; this is of course debatable, but can be properly judged only in terms of our designated objectives. We were directed to establish contact with Soviets and assess them, with a view to their eventual recruitment. When I took over, this Station had access of one sort or another to. perhaps four Soviet officials; we have built to the point where we now have contact and are providing assessments through unilateral assets alone on nearly 40 Soviets currently here (more, I would suspect, than any other station in the world) not to mention some 20 other Soviets covered by liaison

SEGLET RYBAT

COMMENTS continued

Page 2

operations at least partly stimulated by us, and not counting the many who have left PCS during this period. Going beyond assessment, we have taken concrete steps toward recruitment of a number of Soviet and Bloc officials (offers, hints, pressures, etc., directed through our assets), we have recruited several employees of Soviet installations in Brussels and Antwerp, and we have made at least one significant Bloc recruitment.

The assessments provided by our numerous assets on a large proportion of the local Soviets have permitted us to find and to focus more realistically (i.e., with some degree of hope) on the few promising targets. We have so focussed, although, as the report says, in this there have been differences with Headquarters on method and emphasis. But these differences were largely a matter of semantics, and they have not impaired operational progress: I cannot think, nor have I been told at any time, of a single specific thing left undone against any target Soviet because of the Station's method and emphasis.

In addition to our steady progress in the Soviet field, we have so built up our local capabilities that we can and do respond (to what I am told is an unusual degree) to requests of other components of the CS, and in doing so we are using largely agents recruited during my tenure and according to my plans. We provide and backstop cover for operations in the Far East; we recruit participants for LCPIPIT organizations, we provide live addresses for other divisions' operations; we actively support, by action and propaganda, worldwide psych programs; we sond agents, sometimes in response to book-cable requests, to fulfill organization missions in (for example) Biafra, Saigon, the South Sudan, Paris and Tokyo; we recruit support agents for the use of other stations in their areas; we handle agents in other areas on behalf of other stations; we use our assets to spot and introduce people useful for other stations. We do this without diminishing the rate of acquisition of new assets directed at our primary objectives. This human endeavor does not seem unproductive.

The second general area in which the fitness report leaves the impression of general inadequacy concerns our NOC activity. The NOC structure I created (and whose strengths,

SEGRET RIBERT

like the shortcomings referred to in the report, are due largely to my "style") has repeatedly been called an innovative ground-breaking experiment. During the past year the Division has sent COS's and officers from other stations to Brussels to study and, presumably, to emulate applicable parts of it. This structure was created since the preceding fitness report, but the present one mentions only a lack of progress" (which is moreover not defined and is not clear even to me: What is "progress on the part of a NOC component"?)
If progress or lack of it is represented by the number of cases turned over to NOC handling, then it is worth noting that this Station works on the principle, not accepted everywhere, that all cases will be handled by NOC officers unless there are overriding reasons to the contrary. So far we have turned over some 35, another 15 turnovers are imminent, and others are delayed only because turnover to NOC new would be premature and potentially damaging. Since we have had to spot and recruit every source which could be turned over to NOC handling, it might be forgiven that we have not yet provided full case loads to ten active NOC officers, most of whom arrived at about the same time a year and a half ago. We are trying hard to produce new sources, while at the same time If "lack of reducing the excessive number of NOC officers. progress" monns that our experimentation with different modes of communication, command, and administration of NOC units has not yet developed a final form or doctrine, the comment is valid, but our very active experimentation continues to identify false avenues as well as to reveal promising perspectives; in this we have been encouraged by the Division. We have, also, managed to keep our NGC officers' morale quite high (more so than elsewhere, I am told by LPGLOBE people), have kept them busy and productive, and have integrated them into the Station, without loss of security, to a degree I think unmatched elsewhere. Among the ways we have done this are by grouping them together and delegating authority to a NOC unit chief (although the report says that I have failed to delegate authority properly), and by assigning them their own areas of operational responsibility and having them do the Station's operational planning in those areas. This has been productive: it has identified promising areas of possible action which have led to recruitments, and has eliminated less promising areas, thereby avoiding waste motion on the part of the Station as a whole.

The last six lines of paragraph 2A of the fitness report are unclear to me. If the "possible loss of leadership" of the NOC component refers to the impending retirement of its chief, this is manifestly not due to any failure to delegate

COMMENTS continued

Page 4

to him responsibility and authority; he never in his long career had nearly as much of either as he did during my tenure here; he retired because he reached the age of 50, beset by family problems and facing a change to his cover job; and this in the face of repeated and recent failures to be promoted despite having spent more than 10 years in grade.

The report states 1), that physical divisions within the official Station made close teamwork difficult; 2), that I could and should have corrected them. This is erroneous on both counts. The Station, under my direction and that of fifteen years of my predecessors, had to occupy this allotted space, divided because there were two different cover organizations and not enough space in them hassy I am not aware that this division has significantly affected the performance of any Station officers or programs as long as I have been here. As to what space assignments would best promote teamwork (i.e., who should sit where), I have given thought to this since my first week at this Station, and am convinced (despite musings about this or that alternative) that we have had no choice better than the present arrangement. Most recently, however, I have approved our part of a general shifting of Embassy space allocations which will finally reunify the Station after its long separation.

/s/ Tennent H. Bagley

5 May 1970

### MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT

Tennent H. Bagley, GS-16, Employee Number 056043, DOB: 11 November 1925; Chief of Station; Career; Service Designation: D.

PERIOD UNDER REVIEW

1 April 1969 - 31 March 1970

MONTHS UNDER MY SUPERVISION: 24

OVERALL RATING

Outstanding

- 1. For this reporting period Mr. Bagley must be rated as Outstanding for the achievements of his Station, achievements in very considerable measure due to his personal vision of how to mount a broad attack against the Soviet target. This vision is an unconventional one, not duplicated anywhere else in Europe, but it is undeniably producing results in terms of an understanding in depth of the activities of the Soviet representation in Belgium and of the character of a number of its individual members.
- 2. Mr. Bagley has developed a relationship with the chief of the principal liaison service in Belgium of such nature that this service is for practical purposes an arm of Brussels Station. Through this relationship, the Station is able to exercise a large measure of control over that service's requirements, selection of targets and mode of operation. Needless to say, this has been of very great help in pursuing Agency's goals in Belgium.
- 3. Although Mr. Bagley has not yet been completely successful in the organization of his complement of non-official cover personnel, his innovative approach has resulted in enormous progress over the past year, and I have good reason to believe that, with the implementation of certain measures which he and I recently discussed, he will be getting much more out of his NOC people than any other station chief in Europe.
- 4. I was also impressed on my most recent visit, during the last part of April 1970, with what seemed to be an improved

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communication between Mr. Bagley and his subordinates, both inside and outside of the official cover installation. Pete Bagley's intellectual capabilities tend to outstrip those of most of his colleagues, but it does seem to me that he has dealt with this problem well and has thus been able to engender loyalty and cohesion among the members of his Station.

REVIEWING OFFICER'S COMMENTS:

Director for Plans

SEGMET IS CHIV

5 May 1970

MEMORANDUM FOR: Secretary, CSCS Board

SÜBJECT

Recommendation for Promotion to GS-17 -

Mr. Tennent H. Bagley

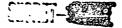
1. It is recommended that Mr. Tennent H. Bagley be promoted to GS-17. He has been in grade as GS-16 since June 1965 and has served as COS in Brussels since August 1967. His previous assignment was as Deputy Chief, SB Division.

2. The reasons for this promotion are amply covered in my fitness report of this same date. I have just returned from an extensive trip through the European area, during which I had a chance to see and talk with a very large number of officers under both official and non-official cover. Pete Bagley is one of two whom I am recommending for promotion as a result. He is one of our very finest station chiefs, possessed of imagination, intellect and ability personally to handle operations which very few of his colleagues can match. He is one of those on whom the future of the Organization is going to depend, and I believe that the promotion is more than justified,

John W. Hart Chief

European Division

YEARTY TERES



9 May 1969

TO : BAGLEY, Tennent H. Chief of Station, Brussels

SUBJECT: Annual Fitness Report

- 1. Effective with this fitness report cycle, KEYWAY is initiating a procedure by which a copy of the fitness report on a Chief of Station is forwarded to him upon completion by the Rating Officer. Depending upon the grades of the Chiefs of Station concerned, the fitness reports are drafted either by the Chief or Deputy Chief of KEYWAY, and those drafted by Chief, KEYWAY go to Deputy Chief WOMACE for review.
- 2. Please sign at the bottom of this letter of transmittal on the line indicated, to certify that you have seen the fitness report. The transmittal letter should then be returned, to Headquarters for inclusion in your personnel file.

/s/ John L. Hart

I certify that I have seen my fitness report for the period 10 March 1968 - 31 March 1969

-Townert H. Siglay /s/SIGNATURE

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	Chief of Station	BRUSS <b>ELS</b>
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FORM 4 - 65 F\$-572

28 April 1969

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT

Tennent H. Bagley, GS-16, Employee Serial Number 056043; DOB: November 11, 1925; Chief of Station; Career; Service Designation: D.

PERIOD UNDER REVIEW

10 March 1968 - 31 March 1969

MONTHS UNDER MY SUPERVISION:

OVERALL RATING

Strong.

- 1. Mr. Bagley assumed his duties as Chief of Station on 13 September 1967. It is too early to assess the results of his stewardship; he established in advance a timetable for building up a structure of unilateral agent assets, and it is not yet clear to what extent these assets are going to be productive against major targets. However, there is no doubt that Bagley has tackled his job with originality, energy, and enthusiasm. A good indication of these qualities is that, alone among our European Chief's of Station, Bagley has himself recruited at least half a dozen new agent assets in less than two years.
- 2. Bagley's accomplishments must be measured in light of the fact that he has had a weak Deputy Chief of Station, and that several of the officers in his small Station have been of quite modest calibre. The restaffing of the Station which is taking place this summer should result in a considerable leap forward.
- 3. On the personal side, Bagley has all the qualities which we could ask for in a Chief of Station. He is totally dedicated, incisive and articulate, a pleasant companion and a gracious host. I rate his overall performance as Strong.

John L. Hart

Chief.

European Division

1 3 MAY 1969

IEWING OFFICER'S COMMENTS

Director for Plans

### TRAINING REPORT

Chiefe of Station Seminar No. 11

19 - 30 June 1967

80 hours, full time

Participant : BAGLEY, Tennent H.

Office

DDP/EUR

Year of Birth: 1925

Service Designation: D

Grade

: GS-16

No. of Students

**EOD Date** : July 1950

COURSE OBJECTIVES, CONTENT AND METHODS

The COS Seminar is aimed to prepare prospective Chiefs and Deputy Chiefs of Station and Chiefs of Base for field assignments. Emphasis was upon the difficulties confronting Chiefs of small or medium-sized installations, since they must handle a peculiarly wide range of problems. Included were case. studies serving to remind outgoing chiefs of various operational approaches and techniques, but more time was devoted to policy, coordination, management, reporting, and administrative responsibilities of the Chief of Station, both within CIA and in the government at large, at home and abroad. Special attention was given to counterinsurgency.

The bulk of the course is given in lectures and question periods conducted by officials responsible for the missions, functions, programs, and services discussed. A few key items of suggested reading are included, and bibliographies of suggested reading tailored to the individual's assignment are offered for those who want them.

ACHIEVEMENT RÉCORD

This is a certificate of attendance. No further assessment of individual capacity or performance is made in this course.

FOR THE DIRECTOR OF TRAINING:

Charles B. Wheeler

Acting Chief,

Operations School

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25 April 1967

MEMORANDUM IN LIEU OF FITNESS REPORT - 1 April 1966 - 31 March 1967

SUBJECT: BAGLEY, Tennent H.
Deputy Chief, SB Division, DDP
DOB 11-11-25, GS-16, SD:D
Employee Serial Number - 056043

Mr. Bagley's performance over the period continued to be outstanding. This was his first full year as general deputy during which he still retained responsibility for a major, sensitive counterintelligence complex. Nevertheless, during my frequent absences, Mr. Bagley was called upon to act for me and he did so most effectively. Those aspects of his work involving decisions on expenditures of both funds and manpower show him to be sufficiently cost conscious yet this is tempered by a better than average warreness of the operational value to the Agency (or lack thereof) of such expenditures. Mr. Bagley has been selected to become COS of a large European station with excellent potential for Soviet Bloc operations. In my view, this appointment is additional testimony of the high regard in which he is held by his professional colleagues. In recognition of his outsanding work in SB Division, Mr. Bagley has been recommended for promotion to GS-17.

David E. Murphy Chief, Soviet Bloc Division

7141)zes (1-) Tennent II. Bagley

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Reviewing Official:

Assistant Deputy Director for Plans

Date L May

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8 July 1966

MEMORANDUM IN LIEU OF FITNESS REPORT - 1 April 1965 - 31 March 1966

SUBJECT:

BAGLEY, Tennent H.
Deputy Chief, SB Division, DDP
DOB 11-11-25, GS-16, SD:D
Employee Serial Number - 056043

From the beginning of the reporting period until 9 September 1965, Mr. Bagley continued as Chief, Counterintelligence Group, SR Division. Mr. Bagley was then appointed Deputy Chief, SR Division and has remained in that position. He has served as Acting Division Chief on several occasions including a period of two months in 1965 when I made an extensive visit to FE Division stations.

In Mr. Bagley's previous position as Chief, Counter-intelligence Group, he completed the establishment of this group as an effective mechanism for providing support and direction to CS operations against the Soviet Intelligence Services. His imprint can be seen in the functional organization of the various branches of the group which now enables us to concentrate on those aspects of KGB and GRU operations which are essential to the comprehensive and aggressive program we have underway to penetrate these key Soviet targets. I have been particularly impressed by Mr. Bagley's ability to relate the goals of these operational programs to the capabilities of his subordinates. In fact, his appreciation of their strengths and weaknesses enabled him to place the very best of his officers in key positions in the CI Group where for the most part they remain today. Their performance is still characterized by the high sense of discipline and professionalism imbued in them by Mr. Bagley during his service as their chief. I have also been struck by the spirit of loyalty permeating this group even though Mr. Bagley's associates were often driven at a pace which would have severely tested the supervisor/subordinate relationship in most other units. At the same time, he afforded the senior officers of the CI Group every opportunity for the exercise of initiative and imaginative leadership at their own levels. On the

other hand, he has little patience with the "time server" who is not prepared to exert himself either to acquire by self study the background he shouldhave to do his job properly or if he has the background to use it effectively in his work.

Moving into the responsibilities of deputy division chief, Mr. Bagley has demonstrated to my satisfaction that he was the best possible choice for this position. He has easily mastered those substantive areas of the division's work with which he had no previous association or encountered only occasionally as Chief, CI Group. This is especially true of the reports and requirements area and of certain collection activities.

Mr. Bagley's performance in the position of deputy chief has indeed been outstanding. I would accord him particularly high marks for the energy and enthusiasm he has displayed in shaping and expanding the training and orientation programs conducted by the division as one means of conveying to CS officers outside the division some understanding of the Soviet target and our methods of operating against it. Mr. Bagley continues to be sensitive to costs whether one is speaking of funds or manhours. He does not lightly undertake the expenditure of either. My very positive evaluation of Mr. Bagley's potential for senior leadership in the Clandestine Service has not changed. He is a magnificent intelligence officer whose keen intellect and rapidly growing appreciation of the "art of the possible" mark him as one of the best officers in our service. It is my intention to recommend him for promotion at an early opportunity.

David E. Murphy Chief, Soviet Bloc Division

Tonnent II. Bagley

Date 9 July 1966

Reviewing Official:

W. Lloyd George
Acting Assistant Deputy Director
for Plans

Date 3 Un tog

BE JUL 1960

-12 March 1965.

MEMORANDUM IN LIEU OF FITNESS REPORT - 1 April 1964 31 March 1965

SUBJECT:

BAGLEY, Tennent H. Operations Officer 056043 Branch Chief DDP/SR/CI DOB 11-11-25, GS-15, SD:D

Mr. Bagley still occupies the position described in his last fitness report of 30 April 1964. The quality of his performance continues to be <u>outstanding</u> in all respects including cost consciousness. He has been recommended for promotion to GS-16. This recommendation should receive early consideration. There are certainly very few officers in the GS-15 level who are more deserving in terms of their executive potential and their contributions to the mission of the Clandestine Services.

David E. Hurphy Chief, SR Division

Reviewing Official:

Thomas II. Karamessines Assistant Deputy Director for Plans

Maril 19 20

Date

26 MAR 1969

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SFFICE OF PERSO

NARRATIVE COMMENTS Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspect of the grelationship to averall performance. State suggestions made for improvement of work performance. Give recommendations for fullying, Commen on foreign language competence, if required for current position. Amplify or explain ratings given in Soction B to provide West, basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be describedly applicable. Although I have known and worked closely with Mr. Ungley many times over the past ten years, this is the first time he has sorred directly under me. This experience has confirmed my belief that he is without question one of the most gifted counterintelligence officers in the Clandestine Services. The past several months have seen many changes in the organization of the SR Division and in its operational responsi It should be noted that Mr. Bagley perhaps more than any other officer in the division contributed heavily to the broad concepts and ideas which took final form in the new organization and the operating instructions which were accepted in the Clandestine Services as a basis for an expanded effort against the overall Soviet target. At the same time he produced a number of specific plans and directives pertaining to the conduct of our operations against the Soviet intelligence services. These directives are representative of the depth of his experience in this field for they cover problems ranging from the often neglected but absolutely essential problem of collecting and recording data on Soviet intelligence officers to a highly imaginative program for increasing our level of contacts with such officers. In whatever he has undertaken in this regard, the quality of imagination is probably the most outstanding but his work would not be as effective as it is were it not for his amazing fund of knowledge concerning the Soviet intelligence services, their personnel, organization and operations, and just as important, awareness of the level and nature of the western counter intelligence effort.

SECTION D	CERTIFICATION AND CO	WENTS
7.	BY EMPLOYEE	
	I CERTIFY THAT I HAVE SEEN SECTIONS A. B.	AND C OF THIS REPORT
21 CUM 64	SIGNATURE OF EMPLOYER	Salley
2.	BY SUPERVISOR-	
MONTHS EMPLOYER HAS BEEN	IF THIS REPORT HAS NOT BEEN SHOWN T	O EMPLOYEE, GIVE EXPLANATION
8		•
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPER OF PRINTED HAME AND SIGNATURE
21 Apr 64	Chief, SR Division	David E. Murphy
3.	BY REVIEWING OFFICIA	AL.
Core	een heartily	
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED HAME AND SIGNATURE.
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	I ADUT	1 Induas II. Kalamessine

BACLEY, Tennent H.

SECTION C (Continued)

This substantive background lends a quality of toughness and realism to his work as a planner and supervisor which is matched by very few others in the Clandestine Services.

As a supervisor, Mr. Bagley distinguishes himself by the ability he has to be immensely interested in the details of his subordinates' operations while at the same time leaving to them sufficient freedom of decision and action to carry out their programs without undue interference. He retains control over a large element (there are four branches and 55 employees in the group) and several first class senior subordinates by virtue of their respect for his competence and substance. More important, he infuses them with the same sense of dedication and deep enthusiasm for his work he himself possesses.

In his position Mr. Bagley also handles certain sensitive operations directly. All of the qualities of imagination, penetrating insight, energy and protessional knowledge which can be seen in his work as a supervisor are present in his case work. He has also demonstrated that he is a superb agent handler with a fresh, common sense approach to tradecraft problems. I have also seen him display a constant readiness to sacrifice his own comfort, leisure and private affairs to the demands of the operational situation. He is not long discouraged in the most difficult circumstances and his natural optimism, alert mind and special kind of clan work constantly to discover new avenues of approach to whatever operational problems he faces.

I would describe his cost consciousness by noting that it is simply foreign to his nature in both a personal and professional sense to use funds thoughtlessly. He has demonstrated that he considers the expenditure of operational funds must be related to a commensurate gain in terms of our operational objectives.

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	er - Branch Chief		P/SR/CI		Hqs		
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	excellence.					•	* * *****
P - Proficient	Performance is more than satisfactory. Desire			roduced in a p	voficient ma	nnof.	
S - Strong O - Out standing	Performance is characterized by exceptional pr Performance is so exceptional in relation to re- others doing similar work as to warrant special	quireme	nt's of the wo	rk and in com	oarison to the	o perform	nance of
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manner in which e	he most important specific duties performed dur mployee performs EACH specific duty. Conside esponsibilities MUST be rated an their ability to o. I	ONLY	affectivenes	s in performar	see of that d	uty. All	employees
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FOTION		NARRATIVE COMMENTS	Bon L
SECTION C	1	NAKKATITE COMMENTO	APR I

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnal action. Manner of performance of managerial or suppliciously duties must be described, if applicable.

Mr. Bagley is an exceptionally skilled officer in the CE field. His knowledge of the Soviet intelligence services is almost unique in the Agency. After accomplishing the assigned task of reorganizing his Branch into a streamlined and operationally active unit, Mr. Bagley is now in the process of actively directing the planning and implementation of an aggressive effort on a world-wide basis against the Soviet intelligence services. Although in his present position only four months he has shown considerable imagination and initiative. He carries out his managerial duties in a proficient manner. He does however tend to avoid necessary but perhaps unpromising tasks. Inclined to be intolerant of those who do not meet the high standards he sets for himself, Mr. Bagley can be uncompromising in professional matters to the detriment of his relationships with others.

1. BY EMPLOYEE  I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT  DATE  DATE  DUAPR  TONNER HAS BEEN DIDITION OF EMPLOYEE  TONNER HAS BEEN DIDITION  4 Months  DATE  DATE  DATE  OFFICIAL TITLE OF SUPERVISOR  Chief, Operations and Plans  SR Division  Edward D. Goloway  Edward D. Goloway	SECTION D	CERTIFICATION AND COMMI	ENTS ·							
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101963  Tennent H. Bagier  2. By Supervisor  Months employee has been in this report has not been shown to employee, give explanation  4 Months  Date Oppicial title of supervisor typed on printed name and donature Chief, Operations and Plans  SR Division Edward D. Goloway		I CERTIFY THAT I HAVE SEEN SECTIONS A. B. AN	ID C OF THIS REPORT							
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4 Months  OFFICIAL TITLE OF SUPERVISOR  Chief, Operations and Plans  SR Division  Edward D. Goloway	2.		-							
OFFICIAL TITLE OF SUPERVISOR  TYPED ON PRINTED NAME AND SIGNATURE  Chief, Operations and Plans  SR Division  Edward D. Goloway		IF THIS REPORT HAS NOT BEEN SHOWN TO E	MPLOYEE, OIVHEEN PLANATION							
Chief, Operations and Plans Chart School Edward D. Goloway	4 Months									
SR Division Edward D. Goloway	DATE	OFFICIAL TITLE OF SUPERVISOR	1 6.2" . 21.2							
Plant of the Property of Property	<u>10</u> 7555	SR Division								
3. BY REVIEWING OFFICIAL	3.	BY REVIEWING OFFICIAL	,							

COMMENTS OF REVIEWING OFFICIAL

This employee is a dedicated and hard-driving operational specialist whose performance in the field on his last tour is well known and respected in the highest Clandestine Services levels. His services were sought after by this Division as Chief of its CI Branch. He was instructed to reorganize and redirect the Division's CI effort and to reorganize the Branch into an aggressive operational unit. He has tackled this with his characteristic aggressiveness and competence and has done extremely well in this undertaking. He has perhaps not paid as much attention to "channels and chains of command" as he should but I believe he understands the importance of a little more tolerance along these

•				<b>Y</b> / - )	
DATE	10 aquel	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTE	ED NAME AND BIGHATURE	
	W + m / ***	Chief, SR Division	Howar	d J. Osborn	$\sim$

FR - Tennent H. Bagley SECTION D - 3 (cont)

lines and will align himself accordingly as his branch shakes down and he becomes a little more experienced in headquarters operation at the branch chief level.

With specific reference to the performance ratings, I would rate this employee as "S" on Specific Duty #1, "S" on Specific Duty #2, and "S" on Specific Duty #5. I would assign this employee an overall rating of "S".

14-00000

ENTERINE TOTAL

my

28 August 1962

### MEMORANDUM

TO:

Chief, EB

ATTN:

David E. Murshy

PROM:

Chief of Station, Bern

SUBJECT: Memorandum in Lieu of Final Fitness Report on

Tennent Bagley

- 1. will be leaving Bern Station permanently, with reassignment to Headquarters on 5 September 1962. During his four and a half years here his performance has been highly professional and consistently outstanding. His absence will be keenly felt by the Station.
- 2. Endowed with a high degree of intelligence, judgment, imagination and operational skill, and with fluent French, German and useful Russian, he has worked in every aspect of Station endeavor, ranging from the proper organization of Station records and the planning of operations to the assessing and successful recruiting and running of agents.
- 3. In his primary responsibility as Station CI and Sovsat referent, has made unique contributions to KUBARK's approach to and knowledge of the field of Soviet and Polish CB, including the detection and monitoring of RIS illegal networks, and he has played a significant role in almost every major operation conducted by the Station over the last four years. His work has been repeatedly commended by Headquarters.
- 4. Though natural bent is in the field of CB, in which he excels, he has acquitted himself equally well in other areas of Station activity. He is particularly adroit at the analysis, planning and management of operations and, from time to time, has supervised all Station operational activity with superior executive ability. His contribution to the development of Station liaison, through inquiries, follow-ups and special studies prepared to stimulate the local service to action in xURARX's behalf, has been indispensable and unquestionably an important factor in the growth of Swiss-KUDARX liaison.

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5. Ideally suited to the particular requirements and operational climate of Switzerland, is highly regarded and respected by his KUBAZI and ODACID associates, and we all have learnt much from him professionally. Exceptionally mature and knowledgeable, he is a natural for a command position. The most outstanding all-around officer in the Station, has been producing consistently at a level above his present grade. He has been recommended for promotion repeatedly, the last time on 6 october 1961. It is hoped that in his new assignment he will soon be granted this concrete recognition of his superb performance and high potential.

51 Burton Lifschuitz

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activity 7						- 1			
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6 · Performance in avery respect is outstanding.	·		<del></del>	·					
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1 June 1960 4/11/59 - 12 /1/60   SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES													
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•	SECRET (When Filled m)
SECTION E	NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE INNEL
work. Give recomme sponsibilities. Amp	weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his endations for his training. Describe, if appropriate, his potential for development and for assuming greater re- lifty or explain, if appropriate, ratings given in SECTIONS B. C. and D so provide the best basis for determining tions.  If I g PH ff  is a thoroughly professional intelligence officer endowed with a high
degree of inte	elligence and ability to concentrate. He is imaginative and skilled. A
rapid, accura	ate and purposeful worker, he is a good writer Andren particulate speaker.
Though his na	atural bent is in the CE field, in which he excels, he has also demon-
	y and accomplishments in other areas of Station activity. He is par-
contribution t	oit at the analysis, planning and management of his operations. His to the Station liaison take (through inquiries, follow-up and special studies
	red to stimulate liaison to action in KUBARK's behalf) has been out-
	has been a vital factor in stepping up the pace of Swiss-KUBARK liaison.
	at times to avoid necessary but unpromising Station chores and at times
	of those who do not meet the very high standards he sets for himself.
These are mi	nor flaws in an otherwise superior officer with outstanding potential.

SECTI	ON F	CERTIFICATION AND COM	MENTS :						
1.	•	BY EMPLOYEE							
	l co	rtify that I have seen Sections A, B, C,	D and E of this Report,						
DATE		SIGNATURE OF EMPLOYEE							
9 December 1960 /s/ Tennent BAGLEY									
2.	2. BY SUPERVISOR								
MONTHS EMPLOYEE HAS BEEN IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION									
OHDER MY SOFERINGE									
٠,		IF REPORT IS NOT BEING MADE AT THIS TIM	E, GIVE REASON.						
EMPLOYEE UNDER MY SUPERVISION LESS THAN 80 DAYS REPORT MADE WITHIN LAST 80 DAYS									
Q T	HER (Specify):	• •							
DATE		OFFICIAL TITLE OF SUPERVISOR TYPED OR PRINTED NAME AND SIGNATURE							
9 Dec	cember 1960	er 1960 /s/ Philo DIBBLE							
3.		BY REVIEWING OFFICIAL							
XIIW	OULD HAVE GIVEN THIS EN	APLOYE'S ABOUT THE SAME EVALUATION.							
1 #	OÙLD HÀVE GIVEN THIS EN	APLOYEE A HIGHER EVALUATION.							
6 30	OULD HAVE GIVEN THIS EL	APLOYER A LOWER EVALUATION.							
1 0	ANA BEBRT BOOUL TOHNA	LUATIONS. I AM NOT SUPFICIENTLY PAMILIA	R WITH THE EMPLOYEE'S PERFORMANCE.						
	•	tely in the supervisor's estimate	ate and would state that Subject						
is the	e most outstanding	g all around officer in the Stat	tion. Further, he is ideally						
suited	d to the peculiar i	requirements and operational	situation of Switzerland. In my						
opinio	on he has been pe	rforming consistently at a lev	el above his present grade and all						
•	•	•	ned much from him professionally.						
ATE	ocan or mic citation								
•	9 December 1960 /9/ Burton R. LIFSCHULTZ								

		•? <b>•</b>	ers .	S.F.	CRE	:T	-	100	وعبلا	F	7			
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en in sign	i)	FITN	ÉSS REP	ORT		• ′	\;	١	Elip	•	4790	IAL N	UMBEI	i
SECTION A		<del></del>		GE	NER/	VL.			L					
I. NAME (Last)	)	(First)	(Middle)			ATE OF BIR	TH		3. 58	X		4. 0	MADE	
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FI Area Ope Officer DD/P - RE - Bern										<u></u>				
		APP STATU	<del></del>		10:	T				EPOR				
NOT ELIGIBLE	I MEMB		DENI	CARED	1	INITIAL		REASSI						
PENDING		III. BEPO	RTING PER	100	100	CIAL (Specia	i	NE 4001		N 1 / E	PLO			
31 May 1959	j	F'3/10/	/58 - 3/	31/59 7°	1	¥	••							
SECTION B					_	CE OF SPE	ECIFIC	DUTI	ËŠ					• • •
List up to six of the manner in which emplo with supervisory respo	nost importo oyee periori onsibilities	ont specific ns EACHO MUST be re	duties por DELITIE dut oted on the	formed duri y. Canside ir ability to	ng the r ONL supe	rating peri Y offective rvise (indica	od. In: nese la se numb	per of em	ng nu nance ploye	of the	which at duty arrised	best c y. All 0.	descri I empl	bes the
1 - Unsatisfactory	2 - Ba	ely odeque	10 3 - A	cceptable	4 - 0	Compatent	5 - E:	rcellent	6 -	Super	lor	7.4	Outst	inding
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SPECIFIC DUTY NO. 2		<del></del>		RATING	SPEC	IFIC DUTY	NO. B							RATING
Case O	fficer (	(Soviet,	Polish	. 1	• i.									NO
SPECIFIC DUTY NO. 8			·····	RATING	SPEC	IFIC DUTY	NO. 0							RATING
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SECTION C	EVAL	UATION	PUYEK	ILL PERF	OKM	ANCE IN	CURR	ENI P	731.1	UN				
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ECTION D						EMPLOYE								
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AN MAKE DECISIONS DE			ARISES			~						ļ	<del> </del> -	X
ORS HIS JOB WITHOUT					···								X	<del>  </del>
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SCIPLINE IN ORIGINAT	ING, MAINT	AINING AND	DISPOSING	OF RECOR	DS.			$I^-$					X	
THER (Specify):	<del></del>		,						<b>2</b>					

SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employed for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming grenter responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining these appropriate provides the best basis for determining these appropriates.

Sep li 用轮椭型

- 1. Subject is an exceptionally strong Case Officer in terms of initiative, imagination and skill. His greatest assets are a thorough understanding of intelligence techniques, native intelligence and the ability to apply both to operational situations. He is a rapid, accurate and purposeful worker with unusual powers of concentration, a good writer and articulate speaker. Although reasonably versatile, he has become a specialist in the CE field, for which he seems particularly well suited by natural talent and personality. Most of his work in his current position has required analysis, coordination and "desk" management of operations rather than actual agent handling and his performance in dealing with some fairly complex operational situations has been superior in every respect. He has used his some cover intelligently.
- 2. By virtue of his intellectual capacity and intense interest in his work, Subject's potential for further development must be rated high. However, he should attempt to bring more flexibility and understanding into his relations with others. His views tend to be very positive and sometimes are argued with more vigor than tact. These are minor weaknesses in an otherwise exceptionally promising officer.

SECTION P	CERTIFICATION AND CO	DMMENTS.							
1.	BY EMPLOYEE								
7	certify that I have seen Sections A, B,	C. D and E of this Report.							
DATE									
30 April 1959	/s/ Tennent H. Haci								
2.	BY SUPERVISOR								
MONTHS EMPLOYER HAS BEEN UNDER MY SUPERVISION	IP THIS HEPORT HAS NOT BEEN SHOWN	TO EMPLOYER, GIVE EXPLANATION							
12 months		·							
Andrea Angeles and Angeles Angeles and Angeles and Ang	. IF REPORT IS NOT BEING MADE AT THIS	TIME, GIVE REASON.							
EMPLOYEE UNDER MY SUP	ERVISION LESS THAN 90 DAYS	HEPORT MADE WITHIN LAST 90 DAYS							
OTHEN (Spacify): -									
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPEO OF PRINTED NAME AND SIGNATURE							
2% april	Operations Officer	/s/ John Goeser							
3.	BY REVIEWING OFFICE	AL.							
I WOULD HAVE GIVEN THIS	PHPLOYER ABOUT THE SAME EVALUATION.	, in							
I WOULD HAVE GIVEN THIS	EMPLOYEL A HIGHER EVALUATION.								
I WOULD HAVE GIVEN THIS	EMPLOYER A LOWERIEVALUATION:								
I CANNOT JUDGE THESE'E'	ALUATIONS. I AM NOT SUPPICIENTLY FAMI	LIAR WITH THE EMPLOYEE'S PERFORMANCE.							
COMMENTS OF REVIEWING OFFIC	IAL								
·	Committee Committee								
		. ,							
DATE	OFFICIAL FITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE							
30 April 1959	Chief of Station, Born	/s/ Burton R. Lifschultz							

### FIELD FITHESS REPORT

The Filmess Report is an important factor in organisation personnel management. It seeks to provide:

1. The organization selection board with information of value when considering the application of an individual for membership in the Carser stell; and

2. A periodic record of job performance as an aid to the effective utilization of personnel.

### INSTRUCTIONS

TO THE FIRED ADMINISTRATIVE OR PERSONNEL OFFICER: Consuit current field administrative instructions regarding the initiation and trensmitted of this report to head-

14-00000

TO THE FIRLD SUPERVISOR: Read the entire form before extrempting to complete any item. As the supervisor the easigns, directs and reviews the work of the individual, you have primary responsibility for evaluating his extrempths, weaknesses, and on the job effectiveness as

revealed by his day-to-day activities. If this individual has been under your supervision for less than 30 days, you will collaborate, if practicable, with his previous supervisors to sake sure the report is accurate and complete. Primary responsibility reals with the surrent supervisor. It is assumed that, throughout the period this individual has been under your supervision, you have discharged your supervisory responsibilities by frequent discussions of his synk, so that in a general way he knows where he stands.

			CTION I
LEAVE BLANK Y	ON MENDOUNBIENS USE	1	1. DATE OF BIRTH 2. BEX 2. BERVICE DESIGNATION
TENX			11 Nov 1925   N Kufire
4. GRADE	S. STATION DESIGNAT	• • • • • • • • • • • • • • • • • • • •	
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. STATE THE SPI		TASKS WHICH ARE TY	PICAL OF THOSE GIVEN TO THE EMPLOYEE DURING THE PAST THREE
			Soviet targets in Austria. Flans especially
	ional activity a		Soviet targets in Austria. Flans especially . Faintains limison with CIC. Referent for
driego 20	ional activity a		
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AUTHENTICATION OF REPORT AND SIGNATURES

HAME OF RATER (True) BROWSON TWEECH Walliam 3. THIS REPORT THAS TO THE INDIVIDUAL SEING HATED.

5. NAME AND SIGNATURE OF ADMINISTRATIVE OR PERSONNEL OFFICER AT HEADDIJATERS AUTHORITED TO AUTHORITED TO THE PERSONNEL OFFICER AT HEADDIJATERS 4. DATE PEPORT AUTHEN-DEC 281954

ON NOT COMPLETE FOR HEADQUARTERS USE ONLY

FORM NO. 45a

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this section is provided as an aid in describing the individual. Your description is not favorable or unfavorable in itself but acquires its meaning in relation to a particular job or assignment. The descriptive words are to be interpreted literally.

On the left hand side of the page below are a series of statements that apply in some degree to most people. On the left hand side of the page are four major categories of descriptions. The scale within each category is divided into three small blocks; this is to allow you to make favor distinctions if you so desire. Link at the statement on the left - then check the category on the right which heat fells how such the statement applies to the person you are rating. Placing an "X" in the "Not Observed" column means you have no opinion on whether a phrase to an individual. Placing an "X" in the "Does Not Apply" column means that you have the definite opinion that the description is not at all suited to the individual.

	STATEMENTS	٤								CAT	EG0	RIES	 }						*********
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-	A ARLE TO REE AMOTHERS V-POINT OF VIEW.	SAMPLES			_}	$\leq$						I					上		
	8. PRACTICAL.				I				$\Box$	ij		$\mathbf{I}$	工		$\leq$		上	Ĭ	$I^-$
	I. A GOOD REPORTER OF EVENTS.				T				I			I		$\Box$			×	I	
	2. CAN MADE DECISIONS ON HIS OWN WHEN HERD ARISES.	<u> </u>			I							$\Gamma$		I		x	Ė	T	T
	3. CAUTIOUS IN ACTION.		,		I			L.	I			I		Ī	χÚ			Ĺ	Τ
	4. HAS INITIATIVE.				I		· · · ·		I		<u> </u>	I		Ì			x	Τ	T.
	B. UNEMOTIONAL.	厂								Ì		x		T					T
	S. ANALYTIC IN HIS THINKING.													I				x	
1	7. CONSTANTLY STRIVING FOR NEW KNOWLEGGE AND IDEAS.					I								I	Ī	<del></del>		x	T
-	8. GITS ALONO WITH PEOPLE AT ALL SOCIAL LEVELS.										x			Ė					
1	9. HAS SENSE OF HUMOR.					1							x	L					
	IO. KNOWS WHEN TO BETK ASSISTANCE.									I				Ľ.	x				
	1- CALM-														x				
1	2. CAN GET ALONG WITH PEOPLE,							,					x	1	T				
ŀ	3. MEMORY FOR FACTS.																x		
ŀ	4. GETS THINGS DONE,									T							x		
Ŀ	S. KELPS ORIENTED TOWARD LONG TERM GOALS.						: [			].					Ť	x.			
۱.	. CAN COPE WITH EMERGENCIES.					I	I			Τ		-			-1-	x			
11	ACCOMPLISHMENT.					L					T	-			7		7	x	
10	- HAS STAMINAL CAN KEEP GOING A LONG TIME.													x	T		<del></del>		
19	. HAS WIDE HANGE OF INFORMATION.		1			T				I							x I		
20	. SHOWS ORIGINALITY.		<u> </u>							1	7				T		x.		
21	ACCEPTS RESPONSIBILITIES.	·								Τ		x	Ī	*****	7		T	$\overline{T}$	
22.	40HITS HIS ERRORS.						L				Ī	<b>x</b> ,	T		7	-	<del>-</del> ,-		=
23.	RESPONDS WELL TO SUPERVISION.						T			==  -	Ī			x	1	-	T	7	=[]
_	EVEN DISPOSITION.						T				1	x							∃i
25	STACES SUPPORT.										Ĭ,			x					=]
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A. MHAT ARK HIS OUTSTANDING STREETHS Basic brain power, ambition, determination, organizational ability, education, area knowledge, language ability, social coise, experience, agressiveness. Writes extremely well, effectively presenting complicated material. Deeply veness this work, anxious to learn more about it. Has unusually thorough grounding interested in his work, anxious to learn more about it. Has unusually thorough grounding in tradecraft. Understands "policy" aspect of operations—relationships with other agencies, etc--to much greater degree than others his grade and experience.

on with it; he has great charm when interested in using it, but has had increasing difficulties in relationships with office staff because of impression he gives of own importance. Tends to blame circumstance for personal failure to follow through on assignments offected by personal relations: Wants to be in "inner circle" and tends to sulk when he feels he is not, or when things do not go entirely to his satisfaction.

(*nei	· Filled En)
•	experience, far outwoigh all other consideration and officer of less outstanding ability.
	Ling employee should be exposed to good super- eer develops as fully as can be expected.
E. BHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?	
Any advanced operations training which h	e may not have had.
F. OTHER COMMENTS (Indicate here general traits, specification of the state of the	ic habita or characteristies not covered elembers in the
Subject is an outstanding young officer.	•
	TION VI
Reed all descriptions before rating: Place "X"	in the most appropriate box under subsections A.B.C.40
A. DIRECTIONS: Consider only the skill with which the person has performed the duties of his job and rate him accordingly.	C. DIRECTIONS: Based upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the organization.
1. DOES NOT PERFORM DUTIES ADEQUATELY, WE IS INCOMPETENT.	1. HAS AN ANTAGODISTIC ATTITUDE TOWARD THE AGENCY WILL DEFINITELY LEAVE THE ORGANIZATION AT THE
2. BARRLY ADEQUATE IN PERFORMANCE, ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.	FIRST OPPORTUNITY.  2. HAS STRONG MEGATIVE ATTITUDE TOWARD ORGANIZA. TIONIREG RY RESTRICTIONSREGARDS AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING
2. PERFORMS MOST OF HIS DUTIES ACCEPTABLY, OCCA- SIGNALLY REVEALS BOME AREA OF WEAKHESS, 4. PERFORMS DUTIES IN A TYPICALLY COMPETENT,	DETTER.  3. TENDS TO HAVE, AN UNFAVORABLE ATTITUDE TOWARD THE ORGANIZATION. BOTHERED BY MINOR FRUSTRA-
EFFECTIVE MANNER.  8. A FINE PFHFORMANCE, CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.  8. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS LOUALLED BY FEW OTHER PERSONS RHOWN TO THE RATER.	TIONS. WILL GUIT IF THESE CONTINUE.  4, HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIF- FERNAT HAS "BAST AND SEC" ATTITUDE WOULD LEAVE IF SOMEOUP OFFIRED HIM SOMETHING DETTER.  5, IRNDS TO HAVE FAYORABLE ATTITUDE TOWARD ORGANI- ZATION MAKES ALLOBANCES FOR RESTRICTIONS
IS THIS INDIVIDUAL BETTER QUALIFIED FOR WORK IN SOME OTHER PREAT TO THE YES. IF YES, WHAT?	IMPOSED BY WORKING FOR ORGANIZATION. THINKS IN TERMS OF A CAPTER IN THE ORGANIZATION.  8. DEFINITELY HAS FAVYHABLE ATTITUDE TOWARD THE ORGANIZATION, MARRING AN UNEXPECTED OUTSIDE
	OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE ORGANIZATION. 7. HAS AN ENTHUSIZATIC ATTITUDE TOWARD THE ORGAN-
	IZATION. WILL PROPAPLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE ORGANIZATION.
•	, , , , , , , , , , , , , , , , , , , ,
B. DIRECTIONS: Considering others of this person's grade and type of pasignment, how bould you rate him on potentiality for assumption of greeter responsibili- ties normally indicated by promotion.	O. DIRECTIONS: Consider everything you know about this person is making your rating, skill in job duties, conduction the job; personal characteristics or habits, and special defects or talents.
1. HAS REACHED THE NIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.	1. DEPINITALY UNSISTABLE . HE-SHOULD BE SEPARATED.
2. IS MAKING PROGRESS, BUT NEEDS MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.	2. OF DOUBTFUL BUITABILITY. WOULD NOT HAVE AC- CEPTED HIM IF I HAD YNGHN WHAT I KNOW NOW.
3. IS READY TO TAKE ON RESPONSESSILITIES OF THE NEXT HIGHER GADE, BUT MAY NEED TRAINING IN	3. A BARELY ACCEPTASIE EMPLOYEE, DEFINITELY BELOW AVERAGE BUT WIS HOW DEARNESSES SUFFICIENTLY DUTSTANDING TO BARGANT HIS SEPARATION.
30ME ARKES, 4. BILL PROBABLY ADJUST QUICKLY TO THE MORE BESPONSIBLE OUTIES OF THE NEXT HIGHER GRADE.	BILLITY AS MOST OF THE PEOPLE I RNOW IN THE ORGANIZATION.
B. IS ALREADY PERFORMING AT THE LEVEL OF THE NEAT HIGHER GRADE.  8. AN EXCEPTIONAL PERSON WHO IS GNE OF THE FEW	S. A FINE EMPLOYER - HAS SOME OUTSTANDING STRENGTHS.  6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE
WHO SHOULD BE CONSIDERED FOR RAPID ADVANCE. MENT.	REQUIREMENTS OF THE ONGANIZATION.  Y. ENCRELED BY CHLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION.
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	FITNESS RE	PORT (P	art I) PERFORM	1ANCÈ	
	•	INSTR	UCTIONS		
FOR THE ADMINISTRATIVE (	FFICER Consult cut	rent instruct	ions for completing thi	s sepost.	
FOR THE SHERVISOR. This this evaluation to your nate where he stands we strengths and weaknesses under conditions anceld	superviso <i>t sòd seni</i> th you. Completion . It is also orven	or cilicials. of the report isotion policy	Organisation policy r rt con help, you prepa r that you show Past lo	equired the re for a d f this reco	t you inform the subords iscussion with him of hi rt to the employer excen
under conditions specifi any question. If this Tersonnel no later than	is the initial revo. 30 days after the d	rt on the em ete indicated	lnyre, it must be comp in item A, of Section	lated and for A below.	orwarded to the Office o
SECTION A.			ERAL		
1. NAME ([ A+1)	(१। न्तु)	(#Iddle)	2. DATE OF BISTA	3. 38 A	4. SERVICE DESIGNATION
BAGLEY	Tennet Zar	rington	11 November 1925	H	DI
DDP/EE/Polan	1	,	I.O. (FI)		
GS-13 24 July		I	ovened by this needer ( 956 - July 1957	Inclusive d	atee)
10. TYPE OF REPORT	. 191 1146		1141-1401411160	SPECIAL	(Specify)
(Check one)	X -wante	# # # \$ \$ 1 GN	ICHT-CHPLOYEE	1	
SECTION 8.		CERTIF	CATION		
I. FOR THE RATER: THIS R	EPORT X HAS	HAS NOT BEEN	SHOWN TO THE INDIVIDUA	L PATED. IF	NOT BHOWN, EXPLAIN WHY
A. CHECK (X) APPROPRIATE	STATEMENTS;				
THIS BLFORT BETLEGER	MY 0 TH 0 PINISOS 0 P	THE ENDI-	IF INCIDIONAL IS A TER BAS SENT TO PE	#### 0 T " I N .	CT OR D. A MARNING LET.
THIS BEPORT BEPLICTS AND PRESIDED RUPERVIS	THE COMBLES SPICES				ED INDIVIOUAL ENCES HOR E DECAUSE (Spacely):
I MAYE DISCUSSED BY	TH THIS THPSS/SE HS T HR KNOWS PREPE NE	6 51214 9THS			
". 16 3. Q J7 C	Peter K. Heira	ANE NO MA	MINE OF SUPERATSON S.	Coief, EE	OFFICIAL TITLE
FOR THE DESTINATED OFFICE FORWATION, WHICH WILL C	CIALL RECORD FOR SU	SSTANTIAL DIF	FERENCE OF GRIGICA ALT	HE SUPER	VISOR, OR ANY OTHER IN-
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Certify that noy substan					
" 75 w 7	OFFICIAL HOWELT E	e. Rowan	A ALVIENS C. SI	fficial tité CCP/EE	L of řeviéwing official
SECTION C.		S PERFORMANCI	É EVALUATION	-	
I. RATING ON GENERAL PERFO	RMANCE OF BUTIFS"				:
OPPACTIONS: Consider (All) in duties during the rath libility. Factors other t	ng period. Compare	him ONLY with	others doing similar a	rk at o siz	ng rated has performed miler level of respon-
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Supervises conduct of Branch	RATING NUMBER			RATIN
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Provides over-all operational guidance to field stations.	NUMBER 5	SPECIFIC DUTY NO. 3		RATIN
Performs function of senior Branch CE officer.	7			RATIN
The high ratings given Mr. Bagley are in this Division. Mr. Eagley's all-ardevotion to duty, his thorough grasp of comprehension of CE matters and Soviet nighest order and, in my opinion, there is. Eagley can be impatient with the leastes, or uncompromising in professional its, or uncompromising in professional estract from his professional competence is supervisory talents are not yet fulled.	ound c f clan and S afore ( ess gil l matte	ompetence, his profested as the control of the cont	ssional integrity, in particularly his services are of recognition.  pureaucratic neces a listed here not	the
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INDICATE THE APPROXIMATE NUMBER OF MONTHS THE "" PH "57 " 12 34 PH "57 " " Ten Mr. Bagley's potential as a Clandestine Services operations afficer is limited only by his relative youth and symptoms such as occasional impatience and doggedness. His intellectual gifts and professional competents are beyond question and quality him for any operational job within DD/P in due course. FUTURE PLANS SECTION N. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL Mr. Bagley would probably profit from a short exposure to high-level staff work by increasing his knowledge of the U.S. intelligence community. None. --DESCRIPTION OF INDIVIDUAL DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of stat ments that apply in some degree to west people. To the left of each statement is a how under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report. X - HAVE NOT OBSERVED THIS, HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE 2 · APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
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AND DESCRIPTION OF THE PERSON		,				
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nate where he stands will	th you. Completion	of the repor	t can help you prepare	e for a di	scussion with him of	hie,
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any question. If this i	s the initial repor	rt on the emp	loyer, it must be comple	ried and fo	rworded to the Office	οĨ.
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BECTION H.

FUTURE PLANS

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2. SOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENT

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SECTION I.

CATEGORY DUUBER

DESCRIPTION OF INDIVIDUAL

MPRITICES: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in same degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.

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5.7.	DO NOT CO	HPLÉTE - FO.	R HEADQUÂRT	ERS USE ONL	Y	
	AU	THENTICATION OF THE	PORT AND SIGN	ATURES - 21		<del></del>
1. NAME OF BAT	ter Maria		101 -	ENING OFFICIAL	IN FIELD (True)	
3. THIS REPORT	MAS WAS NOT					
4. DATE REPORT TICATED AT SLIP 291	HOS. AUTHORIZE	SIGNATURE OF ADMINIS D TO AUTHENTIC -TE/FY	TRATIVE OR PER	SONNEL OFFICER NO SIGNATURES	AT HEADQUARTERS	
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TORM NO. 45a

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			SECT	ION IA			re,	~~~					
This section is provided as an ai in itself but acquires its meanin interpreted literally.	d in deac g in relat	ribing ti	he indi	vidual. cular joi	Your	descrip eeignme	nt.	7.0	1.96	SHA	• 01 • 02	unfo de ar	vor 481 <del>e</del>
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STATEMENTS	<del></del>	<del></del>		·		EGORI				<del></del> .			
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A. ABLE TO SEE ANOTHER'S J	SERVED	APPLY	\\ \d	EGREE	-	DEGREE	-		DEGR	F		DEGRE	
POINT OF VIEW.								-		<u> </u>	=	+-	+
1. A GOOD REPORTER OF EVENTS.							•				=	-	Ħ
2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES.										×		T	
3. CAUTIOUS IN ACTION.	,					<u>.                                     </u>			x			Ĺ	
4. HAS INITIATIVE.	·											x	
8. UNEMOTIONAL.				.					X.		<u> </u>		
6. ANALYTIC IN HIS THINKING,	<u> </u>			1_				[			x		
7. CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND IDEAS.  8. GETS ALONG WITH PEOPLE AT ALL				<u> </u>		<u></u>  -	_			X		<u> </u>	
SOCIAL LEVELS.    HAS SENSE OF HUMOR.			=-				X	<u></u>					
10. KNOWS WHEN TO BEEK ASSISTANCE.				_			#	=					
II. CALN-		==				<del></del>  -	$\dashv$	$= \frac{1}{1}$		-X			=
2. CAN GET ALONG WITH PROPLE.							$\mathbf{x}_{\mathbf{x}}$	T			=		
3. MEMORY FOR FACTS.												х	
4. GETS THINGS DONE.					$\Box$			$\overline{\Box}$	Ī		x ·		
S. REEPS ORIENTED TOWARD LONG TERM GOALS.											x	1	
S. CAN COPE WITH EMERGENCIED.								<u>: I</u>	X				
7. HAS HIGH STANDARDS OF ACCOMPLISHMENT.	· · · · · · · · · · · · · · · · · · ·	,						$\perp$				х	
A LONG TIME,							+				x		
. HAS TIDE RANGE OF INFORMATION.				<u> </u>	_ _		; 	1		==	x.		=
, SHOWS ORIGINALITY.		== -	4			_	-	1	_	X			==
. ACCEPTS RESPONSIBILITIES.			L_		<u></u> [	l_	= =			X			$\exists I$
. ADMITS HIS ERRORS. 				++		<u>  </u>	-		$\overline{x}$	_		$\frac{1}{1}$	=
. RESPONDS WELL TO SUPERVISION.		== =						z					=
ABLE TO DO HIS JOB WITHOUT	====			-  -					<u></u> -	= -			=

		1		S	ECRE	T	,		•						
	<u> </u>								-						
26.	CAN THINK ON HIS FEET.				$\prod_{i=1}^{n}$				Ĺ				X		<u></u>
27.	COMES UP WITH SOLUTIONS TO				]						I	X			
20.	STIMULATING TO ASSOCIATES: A							<u> </u>		x		$\prod$	1_	$\prod$	
29.	TOUGH MINDED.				Ι.			Ι				x			
30.	S OBSCRYANT.		<u> </u>					L	I			I	x		
31.	CAPABLE.				L	L		F	$\mathbf{L}$			I		x	
32.	CLEAR THINKING						1	Ľ	Ι				x		
	COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS.											Ix.			
	EVALUATES SELF REALISTICALLY.						仜	Ľ		匚		x			
38.	WELL INFORMED ABOUT CURRENT						-							x	
36 :	DELIBERATE.						1	<u> </u>	].	x					
37.	EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES.									<u> </u>		x		$\Box$	二
38.	IMPLEMENTS DECISIONS REGARD- LESS OF OWN FEELINGS.								x			·.			
39.	THOUGHTFUL OF OTHERS.								x		<u> </u>				
40.	WORKS WELL UNDER PRESSURE.								Ŀ			x			
41	DISPLAYS JUDGEMENT.										х				
42.	GIVES CREDIT WHERE CREDIT IS									х					
43.	HAS DRIVE.											х			
44.	IS SECURITY CONSCIOUS.											х		$\Box$	
45.	VERSATILE.											х.			
46.	HIS CRITICISM IS CONSTRUCTIVE.										x			工	
47.	ABLE TO INFLUENCE OTHERS.									x					
45.	FACILITATES SMOOTH OPERATION OF HIS OFFICE.									$\Box$		x			
49.	DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION.												x		
\$0.	A GOOD SUPERVISOR.								x						

A. WHAT ARE HIS OUTSTANDING STRENGTHS? A brilliant young man, devoted to his work. A superior reporter with outstanding memory and analytic facilities. A perceptive and alert case officer. Works hard, writes well and easily. Keeps on top of his work and reporting to an unusual degree. Adapts easily to overseas life and has considerable chann and social presence. Speaks very useful derman and fluent French.

B. WHAT ARE HIS OUTSTANDING MEAKNESSEST

Lack of team spirit. Impatience with the less gifted. Difficulty delegating responsibility. These weaknesses add up to a certain intellectual and social snobbery which could, if continued, unnecessarily restrict Subj's horizons in the broadest aspects of possible future assignments. They will have little effect on his operational brilliance but will not enhance his ability to pass on his experience to others, or to supervise and guide them. Experience over the last couple of years indicates that he will need assistance in this and his failings, minor the they may be, should regularly be brought

C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR MEAKNESS OUTMINES ALL OTHER CALLEGRAPHICS.  An exceptionally bright person whose strengths outweigh by far his weaknesses.  OCT /2  D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION:  WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?  General desk and Headquartors training.  F. OTHER COMMENTS (Indicate here general traits, specific habits of characteristics not covered elsewhere in report but which have a bearing on effective utilisation of this person):	with
O. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION? \( \$\text{\$\tex	#ith
D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION? \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	
MAIL ROOM  C. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?  General desk and Headquarters training.  F. OTHER COMMENTS (Indicate here general tratte, specific habits of cheracteristics not covered elsewhere in report but which have a bearing on effective utilisation of this person):	
MAIL ROOM  E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?  General desk and Headquartors training.  F. OTHER COMMENTS (Indicate here general traste, specific habits of characteristics not covered elsewhere in report but which have a bearing on effective utilization of this person):	<del></del>
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General desk and Headquartors training.  7. OTHER COMMENTS (Indicate here general traits, specific habits of cheracteristics not covered elsewhere in report but which have a bearing on effective utilization of this person):	
General desk and Headquarters training.  7. OTHER COMMENTS (Indicate here general traite, specific habits of characteristics not covered elsewhere in report but which have a bearing on effective utilization of this person):	
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report but which have a bearing on effective utilisation of this person):	
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SECTION VI	· ·
Read all descriptions before rating. Place "X" in the most appropriate box under subsections A.B.C.	
person`has performed the duties of his job and rate   and any other indications, give your opinion of	
him occordingly. person's attitude toward the organization.	
1. DOES NOT PERFORM DUTTES ADEQUATELY, HE IS 1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE	
INCOMPETENT.  12ATION. WILL DEFINITELY LEAVE THE ORGAN 2. BARELY ADEQUATE IN PERFORMANCE: ALTHOUGH HE AT THE FIRST OPPORTUNITY.	ÍI SYLFON
HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE 2. HAS STRONG NEGATIVE ATTITUDE TOWARD ORGA	
OFTEN FAILS TO CARRY OUT RESPONSIBILITIES  TIONIRKED BY RESTRICTIONSR*GARDS COMPETENTLY.  17ATION AS A TEMPORARY STOP UNTIL HE CAN	
3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY: OCCA- SIONALLY REYEALS SOME AREA OF WEAKNESS.  3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TO	WARD
4. PERFORMS DUTIES IN A TYPICALLY COMPETENT. THE ORGANIZATION SOTHERED BY MINOR FRUS	
EFFECTIVE MANNER.  TIONS. WILL QUIT IF THESE CONTINUE.  4. HIS ATTITUDE TOWARD THE ORGANIZATION IS	INDIF-
RESPONSIBILITIES EXCEPTIONALLY WELL. FERENT HAS "WAIT AND SEC" ATTITUDE WO	
MANNER THAT HE IS FOUALLED BY FEW OTHER PER- B. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD	CRGANI-
SONS KNOWN TO THE RATER, ZATION. MAKES ALLOWANCES FOR RESTRICTION TO THIS INDIVIDUAL BETTER GUALIFIED FOR WORK IN SOME IMPOSED BY WORKING FOR ORGANIZATION. THE	
THE APER OF A CAREER IN THE ORGANIZATION	
ORGANIZATION . BARRING AN UNEXPECTED OUTS	102
OPPORTUNETY, WILL PHOBABLY ENDEAVOR TO M CARLER IN THE CREANIZATION.	AKE A
7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE	
IZATION. WILL PROBABLY NEVER CONSIDER WOL ANY PLACE BUT IN THE ORGANIZATION.	RKING
	]
3. DIRECTIONS: Considering others of this person's grade 0. DIRECTIONS: Consider everything you know about and type of sessionent, how would you rate him on person is making your rating skill in job duti-	
potentiality for assumption of greater responsibili- conduct on the job, personal characteristics or	
tios normally indicated by promotion	75
1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH 1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPT SATISFACTORY PERFORMANCE CAN BE EXPECTED.	ARATED.
2. IS MAKING PROGRESS. BUT NEEDS MORE TIME IN	ic.
PRESENT CAPCE BEFORE PROMOTION TO A HIGHER CEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW GRADE CAN BE RECOMMENDED.	
3. IS READY TO TAKE ON RESPONSIBILITIES OF THE AVERAGE BUT WITH NO WEARNESSES SUFFICIENT	
NEXT HIGHER GRADE, BUT MAY NEED THAINING IN OUTSTANDING TO WARRANT HIS SEPARATION.  SOME AREAS,  4. A TYPICAL EMPLOYEE. ME DISPLAYS THE SAME	
4. WILL PRODABLY ASJUST QUICKLY TO THE MORE BILITY AS MOST OF THE PEOPLE I KNOW IN TH	(E
RESPONSIBLE OUTLES OF THE NEXT HIGHER GRADE. I GREANIZATION.	- 1
RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.  S. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT . A FINE EMPLOYEE . HAS SOME DUTSTANDING.	1
5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT 5. A FINE SUPECULES AND SOME OUTSTANDING STRENGTHS.	
5. IS ALREADY PERFORMING AT THE LEVEL OF THE MEXT 5. A FINE EMPLOYEE. HAS SOME OUTSTANDING STRENGTHS.  X 8. AN 'EXCEPTIONAL PERSON WHO IS ONE OF THE FEW 6. AN UNUSUALLY STRONG PERSON IN TERMS OF TH	
9. A FINE EMPLOYEE . HAS SOME OUTSTANDING STRENGTHS.  STRENGTHS.  8. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCE.  MENT.  9. A FINE EMPLOYEE . HAS SOME OUTSTANDING STRENGTHS.  6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION.  7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR	
S. 18 ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER COADS.  STRENGTHS.  STRENGTHS.  STRENGTHS.  6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION.  TO EXCELLED BY ONLY A FEW IN SUITABILITY FOR IN THE ORGANIZATION.	



# CENTRAL INTELLIGENCE AGENCY WASHINGTON 25, D. C.

#### OFFICE OF THE DIRECTOR

1 5 JUL 1955

MEMORANDUM FOR: Tennett H. Bagley

SUBJECT:

Notification of Membership in the Career Staff

- 1. On behalf of the Director of Central Intelligence, it gives me pleasure to inform you that your application for membership in the Career Staff has been accepted by the CIA Selection Board. The effective date of your membership is 1 July 1954.
- 2. Please indicate that you have received this notification by signing in the space provided below and return it to the Head of your Career Service. He will forward it to the Executive Director of the CIA Selection Board.
- 3. Because your membership in the Career Staff is classified information, it is necessary that this notification be conveyed to you in this manner. The application for membership which you signed has been endorsed on behalf of the Director of Central Intelligence by the Executive Director of the CIA Selection Board and placed in your permanent Official Personnel Folder.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE

Harrison G. Reynolds Chairman, CIA Selection Board

Noted:

Date: & Dec 1917

Career Service Staff Office of Personnel

3 JAN 1956

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	TO BE COMP	ETED BY EMPLOYEE			
11 November 1925	a. GRADE S-12	a. current Position tit Area Operations			
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. STHER DUTY STATIONS OR FIELD BASE	S DURING CURRENT TO	UR .		PECTED DATE OF DE	
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BRITE A DESCRIPTION OF YOUR MAJOR					
Establishment and direction	n, under the Ci	nci of Operations,	or counte	respronate e:	iior
of VOB, initially against	all opposition	services and subsec	mently So	wiet intelli	genc
only. This included organi	zation and main	tenance of files, e	stablishm	cut of necess	sary
procedures (namechecking,	carding, filing	, reporting) and th	ie supervi	sion and hand	dlin
of CE operations: double	agents against	Soviet and Hun aris	in IS; sur	veillance ope	ere-
tions; interrogations and	debriefings of	personalities of CE	interest	(including a	staf
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comparative yo	outh, he is already ar	n experienced intelligence officer. Careful
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24.	GOOD SUPERVISON.										بسن	<del>!</del> ,			

A. SHAT ARE HIS COTSTANDING STRENGTHS PAGE brain power, ambition, determination, organizational ability, education, area knowledge, language ability, social poise, experience, agressiveness. Writes extremely well, effectively presenting complicated caterial. Deeply interested in his work, auxious to learn more about it. Has unaqually thereign grounding in tradecraft. Understands "policy" aspect of operations—relationships with other agencies, ste—to much greater degree than others his grade and experience.

en with it; he has great charm when interested in using it, but has had increasing if ifficulties in relationships with office staff because of impression he gives of own importance. Touch to blame circumstance for personal failure to follow through on assignments effected by personal relations. Wants to be in "imper circle" and tends to sulk when he fools he is not, or then things do not go entirely to his satisfaction.

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Cloud which would not have been realing	d in an officer of less William in ability.
Only that in the senses that an outstand vision at all times to see that his car	Ling employee should be expedifined good super- ser develops as fully as can be expected.
E. WHAT TRATOTOS SO TOU RECOMMEND FOR THIS INDIVIOUAL?	
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\$EC	TION VI
Rood off descriptions before roting. Place "X"	in the most appropriate box under subsections A.B.C.AD
h. DIBECTIONS: Consider only the skill with which the person has performed the duties of his job and cate him escendingly,	C. DIRECTIONS: Breed upon what he has easy, his actions, and any other indications, give your opinion of this person's attitude toward the organization,
1. BORS MOT PERFORM BUTIES ADEQUATELY: NE 18 1905/MPTENT,  2. BARSLY ADEQUATE IN PERFORMANCE: ALTHOUGH NE NES PAY SPECIFIC QUIDANCE OF TRAINING, ME OFFER FAILS TO CARRY OUT RESPONSIBILITIES COMPTENTLY,  3. PERFORMS MOST OF HIS OUTSES ACCEPTABLY: OCCA- SIGNALLY PEVEALS SOME APEA OF MEARNESS.  4. PERFORMS DUTIES IN A TYPICALLY COMPETENT, EFFECTIVE MACHER,  5. A SIGNE PENDOMANCE: CARRIES OUT MANY OF HIS RESPONSE HIS DUTIES IN SUCH AN OUTSTANDING MANNES THAT HE IS EGILLED BY FEE OTHER PER- SHOT MANNES THAT HE IS EGILLED BY FEE OTHER PER- SHOT RESPONSE HIS BUTIES OF DO MORK IN SOME OTHER AREAS	1. HAS AN AUTAGORISTIC ATTITUDE TOWARD THE AGENCY FILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY.  2. HAS SPONG REGATIVE ATTITUDE TOWARD ORGANIZA- TION IRRED BY RESTRICTIONS FEGARDS AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING DETTER.  3. TENDS TO MAVE AN UNFAVORABLE ATTITUDE TOWARD THE GREATIZATION ROTHERED BY WINGR FRUSTRA- TIONS. WILL OUIT IF THESE CONTINUE.  4. HIS ATTITUDE TOWARD THE DREAMIZATION IS INDIF- FERENT HAS "WAIT AND SEE" ATTITUDE WOULD LEAVE IF SOMEONE OFFIRED MIN SOMETHING BETTER.  5. TENDS TO MAYE FAVORABLE ATTITUDE TOWARD THE IMPOSED BY WORKING FOR ORGANIZATION THINKS IN TERMS OF A CAREER IN THE GREATIZATION.  8. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE OPPORTUNITY. WILL PROBABLY EXPECTED CUTSIOE OPPORTUNITY. WILL PROBABLY EXPERTED CUTSIOE OPPORTUNITY. WILL PROBABLY EXPERTED CUTSIOE OPPORTUNITY. WILL PROBABLY EXPERDS THE ORGAN- IZATION BELL PROBABLY TEVER CONSIDER WORKING ANY PLACE OUT IN THE ORGANIZATION.
B. DIRECTIONS: Schardering others of this person's grade and type of easy beaut, how would you rate him on potentiality, for escupption of greater responsibilities normally indicated by promotion.  1. HAS STANCED THE MIGHETT GRADE LEVEL AT THICK SATISFACTERY PERFORMANCE CAN SELEPPECTED.  2. IS MEDIAG PROGRESS. DIT DIESS MORE TIVE IN PREHAT GRADE BEFORE PROMOTION TO A NIGHER GRIDE TO TAKE ON RESPONSIBILITIES OF THE BEST HIGHER GRADE, BUT MAY DEED TRAINING IN 15072 AVESS.  4. BILL PREEMBLY ADJUST GUITALY TO THE WARE BEST HIGHER GRADE.  5. IS FLEADY PEPFORMING AT THE LEVEL OF THE NIGHT MIGHE GRADE.  8. AS EXCEPTIONAL PLASON AND IS GRE OF THE FEW MAGE SHOULD DE CONSIDERED FOR RAPID ADVANCE-	D. DIRECTIONS: Consider everything you know about this person in making your reting, skill in job duction, conduct on the job, personal characteristics or habits, and special defects or talents.  1. Offinitely unsuitable - ME SHOULD BE SEPARATED.  2. OF ODUSTFUL SUITABILITY SOULD BOT HAVE ACCIPTED HIM IF I HAD KNOWN CHAT I KNOW HOW.  3. A BARELY ACCIPTABLE EMPLOYEE DEFINITELY BELOW AVERAGE BUT WITH NO MERRISSES SUFFICIENTLY OUTSTANCING TO WARRANT HIS SEPARATION.  4. A TYPICAL EMPLOYEE HA SIGNEY THE SAME SUITABILITY AS MOST OF THE PEOPLE; TWO IN THE ORGANIZATION.  5. A FINE EMPLOYEE - HAS SOME CHTSTANDING STRENGTHS.  6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION.  7. EXCELLED BY ONLY A FEW IN GUITABILITY FOR SORK IN THE ORGANIZATION.

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- 2. Subject's weaknesses, which because of his outstanding ability and promise are rather magnified in this assessment, lie mainly in his occasionally faulty human relations. Subject rejects much of the social life which is customarily associated (although not necessarily for the best) with Kubark field posts. His interests, aside from his work, are primarily intellectual and artistic. These interests, coupled with his at best pro forms fulfilling of the customary Kubark social protocols, definitely weaken his relationship with the rest of the staff.
- 3. Subject comes from a service environment and was himself a Marine officer when very young. This early environment and training has, probably without Subject's being aware of it, caused him to expect of others a devotion to duty and self discipline which is rarely to be found. These high standards have caused Subject to discount to some degree the abilities of the clerical staff and, to a lesser degree, other junior personnel.
- It. A second weakness probably results from Subject's consistently successful career. He has, without any effort on his own part, frequently if not invariably found himself closely associated with "management" and regarded by the "management" as being unusually talented. This has caused him to expect his work to receive special attention which is not always warranted. When this does not happen, he tends to pout.
- 5. There is no question in the writer's mind but what Subject would be an outstanding addition to any office in the Agency. He has, as far as can be seen now, an unlimited growth potential. His minor faults will correct themselves with maturity and increasing experience.

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#### 23 September 1953

- 1. Subject has completed a two-year tour at VOB and after home leave has returned here for another two years. Initially assigned to VOB under Embassy cover, Subject has now transferred to D/A civilian cover. Since his arrival in Vienna, Subject has come through a rather long apprenticeship wherein he was exposed to a variety of intelligence problems, including the organization of counter-intelligence files, the handling of two American deep cover agents, the training and mounting of an Hungarian border crosser, and the direction of an Austrian double agent. At this time, Subject is head of the Mission CE section. He has organized that section efficiently and has arranged the expeditious handling of routine CI problems. He is now prepared to undertake more creative CE work.
- 2. Subject has a notably orderly mind, unusual intelligence, and a remarkable interest in his work. He is able to handle a variety of tasks at one time. Although Subject has had a variety of agent-handling experience, unfortunately, he has not had the opportunity to handle many agents. We intend to correct this in the next few months by having him handle a series of operations during the developmental stages. We believe this will give him the experience and depth necessary to support his already good theoretical knowledge. Subject is extremely well disciplined personally. Unfortunately and unrealistically, he sometimes expects other persons to have similar self-discipline. He also tends in other ways to disregard the human elements ever present in intelligence operations. However, there is no question in my mind but what additional experience will cure both of these very minor faults.
- 3. I have every reason to believe that Subject will be ready for important operational assignments either in Washington or in the field after another two years of field experience.

Marton 1. Woolley

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CONFIDENTIAL

# FILE COPY OF STANDARD FORM 56 "AGENCY CERTIFICATION OF INSURANCE STATUS— FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM"

on file with the Retirement Operations Branch,
Office of Personnel (x3257).

United States Marine Comps Certificate of Honorallo/j Julisfüctory Service in World War ! willoted active service and is this date Entered the United Hates Marine Corps Began Active Service Upon relief from Solive Duty held Rank of -Second Lieutenant MB. Hushington, D. C.

V. S. MARINE CORPS REPORT OF SEPARATION 245.22 1884. £S# - -I. LAST HAME BAGLEY Tonnont Harrington 2129 Florida Ave., N.W., Washington, D. Amenolie, 14. 2129 Florida Ave., H.W., Washington, D. BITISCHUS 10 MINISTED 15. ADDRESS AT THE OF ENTRY INTO SERVICE DATA Washington. D. C. NECOND OF MALE & COLVE EL ID. PLACE OF ENTRY INTO ACTIVE BEAVILE 18 MFA44 QF, FHTRY 111-b Los Angolos, Celifornia 1Jul43 19. PLACE OF DEPARATION FROM ACTIVE BEAVICE PENSION CLAIM 26Jun46 E:CDot MB. Washington, D.C. BO. TYPE OF DISCH 87. 100012 At 2001/02 403/20 444 Honorable \*\*\*\*\* BO. MILITARY SPECIALTIES (1950) Sea Duty Officer COURSES TO BERVILE OCHORLE ATTENDED PCS, Quantico, Va. PCS Ocs-16 Son School, San Diego, Cal. Eca School 5 DO. PRINCIPAL MILITARY DUTY Sea Duty Officer (1950) DANOTHERT AND HOUSELY ME EXCENTS: LL DAYA DI. CIVILIAN OCCUPATION (TITLE) D.O.Y. MINIOLE Student 0-x Majored in International Rolations and Foreign Trade BE. RECORDER OCCUPATION (TITLE) LAST EMPLOYED DO. LAST EMPLOYER BEFORE ENTRY INTO BERYICE 84 348 818 541 1/2 BS THUCATION IN VEARS ---HIGH SCHOOL ORAMMAR Internation Relations and Foreign Trade GREATEDT PITTERSE SU, LAUT SCHOOL ATTEMUCO BT. THAOS COURSES International Relations None -Princetca University, Princeten, N. J. AO. PREFERENCE FOR ADDITIONAL TRAINING Going back to school Foreigh Trade Will be trained for Undocided I certify that ell information on this form pertaining to the Nevet Larvise of the above named individual is in geored-innes with the records of the U.S. Mannas Corps and that a copy of this form has been delivered to them in person.

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#### ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT
AGENCY INSTRUCTIONS
ON BACK OF ORIGINAL

#### TO COMPLETE THIS FORM-

#### FOLLOW THESE GENERAL INSTRUCTIONS:

- · Read the back of the "Duplicate" carefully before you fill in the form.
- Fill in BOTH COPIES of the form. Type or use ink.
- Do not detach any part.

7	FILL IN THE IDE	NTIFYING INFOR	MATION BELOW	(please print or type):			-	
4	NAME (last)	(first) 096	(middle)	DATE OF BIRTH (month, day, year)				7
·	BAGLEY,	Tennent	н	Nov. 11, 1925	570	.35	7705	
 	EMPLOYING DEPARTM	ENT OR AGENCY	-	LOCATION (City, State, ZIP Code)	·····			
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2	MARK AN "X" IN ONE	OF THE BOXES BELOW (do NOT mark more than one):
V	Mark here —	ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE
	if you WANT BOTH optional and regular insurance	I elect the \$10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.
	Mark here —	DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE
	if you DO NOT WANT OPTIONAL but do want regular	I decline the \$10,000 additional optional insurance. I understand that I cannot elect optional insurance until at least I year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance.
	insurance	
	Mark here	WAIVER OF LIFE INSURANCE COVERAGE
	if you WANT NEITHER regular nor optional insurance	I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular insurance until at least I year after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of Insurability. I understand also that I cannot now or later have the \$10,000 additional optional insurance unless I have the regular insurance.

SIGN AND DATE. IF YOU MARKED BOX "A" OR "C", COMPLETE THE "STATISTICAL STUB," THEN RETURN THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.	FOR EMPLOYING OFFICE USE ONLY  (call cast receiving date stamp)
SIGNATURE (do not print)  Tennest Et Trile;  CATE  20 February 1968	88' Må 65 81 61 ham 394403 70-140 3847 - 74438
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ORIGINAL COPY-Retain in Official Personnel Folder

STANDARD FORM No. 176-T IANUARY 1953 Ifor use only until April 14, 1966)

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#### MEMORANDUM OFUNDERSTAEDING

I hereby acknowledge that I have read and understand the contents of Handbook 20-4, Employee Conduct, dated 29 August 1961.

Signature TENNENT BAGLEY

CONFIDENTIAL

SECRET (When Pilled In)

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FORM NO. 1030

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Career Outline

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FORM NO. 797 REPLACES FORM 37-193

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INSURANCE QUESTIONNAIRE
CONFIDENTIAL

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AGREEMENT

ACREMENT rode this 20th day of May 151 effective the 25th day of May 1991, by and between the
united States of America (hereinafter referred to as the Covernment), as represented by the Central Intelligence Agency, and Tennent II. Bayloy
(hereinafter referred to as the Laployee).

#### ri-ci ta**ls**

- A. The Covernment desires the services of the imployee for ciA under circumstances requiring the imployee to receive a foreign Lervice Staff Corps designation from the Department of State and proposes to could the Employee oversues to Vienna, Austria for operations in the general area of
- B. The imployee desires as an employee of the Government to serve CIA abroad under the supervision and control of the Assistant Director for Special Operations, CIA, (ADSO) and is willing to accept a designation in the Foreign Service Staff Corps with the obligations thereof.

In consideration of the premises, the mutual covenants and promises herein contained, and for other good and valuable considerations, the parties hereto agree as follows:

- ARTICLE 1. Relationship of Employee to the Department of State. The Employee, in so for as possible, shall abide by all the rules, regulations, and customs of the Foreign Service of the United States which affect personnel of the Foreign Service Staff Corps in order to appear as a normal member of the Foreign Service establishment.
- 1. The Employee shall rigidly comply with the provisions of Title X, Fart A of the Foreign Service Act of 19h6, prohibiting officers and employees of the Foreign Service from:
  - (a) Wearing uniforms;
  - (b) Accepting presents from Foreign governments;
  - (e) Engaging in buctness abroad;
  - (d) Correspondence on affairs of forcian, overmoents;
  - (e) Political, racial, religious, or color discrimination.
- 2. The Chief of the Foreign Service establishment and certain other key members of his starf will know about the apployed's status and relationship under the terms of the Tot SIGR. T agreement between the Beputtment of State and ClA. Other personnel may discover that there are certain irregularities in travel orders, position numbers, pay accounts, and other internal administrative procedures of the Foreign Service. Evertheless, the imployes shall not divulge his relationship to ClA except with the expressed approval of the ADSO. While serving abroad, he shall for normal administration be under the control of the Chief of the Foreign Service establishment to which he is attached, but for operations, Including travel as specified below, he shall be under the control of ClA.

- 3. The travel of the Employee shall be coverned as follows:
- (a) For temporary duty outside the continental limits of the United States within or beyond the E player's stipulated area, he shall perform CIA operational travel as directed by the ANSO or his designed with the consent of the Chiefs of the Forei, n Service establishment involved. TDY travel customary and necessary in the performance of routine Foreign Service Staff functions may be performed without clearance from the ADSO.
- (b) For any travel to the United States, either temporary duty or permanent change of station, the Employee shall travel only at the direction of the ADSO after clearance has been arranged through the State Department in Washington.
- (c) All travel will be directed and performed in accordance with Fereign Service rules and regulations.
- h. Although the Employee's Foreign Service Staff Corps title, location, appointment, Foreign Service class, and other pertinent information may be published in the Foreign Service list and other publications of the Department of State, such listings shall not affect his employment and the obligations and duties stipulated in this contract,
- 5. All payments to be made under this contract, including reinbursement for travel expenses, shall be made to the Employee by the Department of State except payments referred to in ARTIGES II, Section 4.

ARTICLE II. Relationship of Employee to CIA. Although for all intents and purposes it will appear as though the Employee is employed by the Department of State as indicated in ARTICLE I above, he shall in fact be employed by and under the operational control of CIA. In so far as possible, he will be expected to abide by the rules, regulations, customary practices, and courtesies of the Foreign Service, but his ultimate responsibility will be to CIA. In the event of any conflict of authority in the field between the Department of State and CIA, the matter shall be referred to the ADSO for resolution.

- 1. The lime of authority for the Employee shall be as follows:
  - (a) Sanior Representative of OSO at Foreign Service establishment.
  - (b) CSO Foreign Branch Chief in Washington.
  - (c) Chief of Uperations, OSO.
  - (d) ADSO
  - (e) Director of CIA.
- 2. All travel shall be directed by the ANSO in accordance with ARTICLE I; Section 3. The Employee shall request appropriate Foreign Service clearance for travel through the Senior OSO Representative at the Foreign Service establishment, who shall be responsible for arranging such clearance.
- 3. It is understood and agreed that the Employee's overseas assistent is to be for a minimum period of two years from the date of his arrival at his overseas post of duty, unless terminated by the Government for its convenience. If the assignment is terminated in less than twenty-four months at the Employee's request, the following shall pravail:

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(a) If the Employee resigns in less than twelve months from the date of his arrival at his overseas post of duty, he shall reimburee CIA for all travel expenses involved in the transportation of himself, his immediate family, household goods, and personal effects to the foreign station, and pay all such expenses for return to the United States. Such expenses for return to the United States and amounts expended by the Government on account of such travel and transportation shall be considered a debt due by the Employee to the United States.

(b) If the Employee desires to terminate between the twelfth and twenty-fourth morals from the date of his arrival at his overseas post of duty, he shall pay all expenses for the travel and transportation of himself, his immediate family, household goods, and personal effects to the United States.

4. If deemed necessary by CIA, the Employee may be reimbursed or advanced funds for operational expenses. Such amounts must be advanced or reimbursement made in accordance with CIA regulations, which require a full accounting of the amounts expended by the Employee. Therefore, the Employee will be required to account fully for any such funds advanced or reimbursed in accordance with CIA regulations.

ARTICLE III. Overseas Allowances and Transportation Expenses. When specifically authorized by the AECO, the expenses of travel and transportation of the Employee, his irrediate family, household goods and effects, including personally comed automobile and other allowances, will be paid the Employee in accordance with the Foreign Service Act of 1946 and regulations issued there-under by the Department of State. When authorized by the AECO, the Employee shall be paid a quarters allowance, cost of living allowance, or special foreign living allowances in accordance with the Foreign Service Act of 1946 and regulations issued thereunder. The amount of quarters and cost of living allowances and the special foreign living allowance is set forth in Eurosu of the Budget Circular A-E, which is amended periodically to reflect adjustments in price indexes. Therefore, such allowances will be subject to change, and the amounts paid will vary according to Budget Circular A-E.

ANTICLE IV. Annual and Sick Leave. The Employee shall be permitted annual leave, sick leave, and leave of absence in accordance with Title IX, Part II of the Foreign Carvice Act of 1966. Under such Act, the Employee may be granted not to exceed sixty calendar days annual leave of absence with pay in each year. Annual leave which the Employee may receive and which is not used in any cas year shall be accumulated for succeeding years until it totals 180 days. Six leave with pay may be granted to the Employee at the rate of lifteen calendar days each calendar year and may be accumulated for succeeding years until it totals 120 days.

In If the Employee is transferred from another Government Agency to this position, any annual or sick leave standing to his credit in such agency, may be transferred, if appropriate, in accordance with E.O. 9837, 27 March 1917 issued present to Section 935 of the Foreign Service Act of 1946.

ARTICLE V. Return to the United States. The Employee shall be ordered to the United States on leave of absence or permanent change of station upon completion of two years continuous service abroad or as soon as possible thereafter.

ARTICLE VI. Retirement: The Employee occupies a position within the purview of the Givil Gervice Satirement Act. Perordinally, deductions shall be made at the rate provided by law (presently 65) from the Employee's basis salary and placed in the Civil Vervice Retirement Func. The imployee may not avail himself of the provisions of the Foreign Service Retirement and Pisability System, provided for in Title VIII of the Foreign Service Act of 1916.

MITCH VII. Modical Care and Mospitalization. In the event of illness or injury to the Employee requiring hospitalization not the result of vicious labits, intemperance, or misconduct on his part, and incurred in the line of d ty while assigned a read, the expenses of transment of such illness or injury at a suitable hospital or clinic, and transportation espenses to such hospital or clinic may be made by the Government in accordance with Title IX, Part E of the Foreign fervice Act of 126. Under appropriate regulations, a physical examination of the Employee will be made, together with necessary inoculations, or vaccinations, or the expense thereof will be paid to the Employee.

1. In the event of the de th or disability of the imployee, the Daployee or his dependents shall be afforded the benefits of the United States implayees' Compensation /et of 7 Centember 1216, or emended.

ATTICLL VII. Equipment. The Employee may be furnished technical equipment and supplies to acclet in the rendition of services hereunder, including an automobile where necessary. The Employee shall be responsible for such equipment and supplies issued to him by CIA in accordance with CIA Property Regulations. All such material shall remain the property of the Government regardless of any apparently conflicting ownership or the manner of registrations.

"TICLE IN. Salery. The Employee shall receive a basic salary of the 200 cores. Per year in accordance with Section 115 of the Foreign Service Act of 126. In-class promotions shall be granted to the Employee in accordance with regulations established in the Department of State pursuant to Title VI, Part E, Section 662 of the Foreign Service Act of 1966. Other changes in status will be made only as specifically authorized by the ADSO.

MATICLY X. Continuance of Pay and Allowances. If the Employee is determined by CIA to be excent in a status of "Missing", "Missing in Action", "Intermed in a Menthal Country, "Captured by an Themmy", "Beleaguered", or "Beseigned" he shall for the period be is determined to be in any such status be entitled to receive or to have credited to his account the same pay and allowances to which he was entitled at the beginning of such period of alsence. Continuance of pay and allowances as specified above shall be as prescribed in the Missing Persons . et of 1912 (50 U.S.C.A. App 1001-1015, 7 March 1912).

ARTICLI XI. General. The Employee shall comply with the following provisions, and violation thereof 'y the imployee shall be deemed a breach of this contract.

- 1. In participating in the program and activities of any private organization, the Employee shall make it elser that the Department of State less no official connection with fuch organization and that it does not sponder or sanction the viewpoints which he may express. In consent, his relations with private organizations shall be governed by applicable Forcian Service Regulations.
- 2. Meither the Employee nor the members of his family shall act as correspondents for American or foreign nemepapers, press syndicates, or estomatations unless excital authorization has been obtained in advance from the ANNO. He shall not write for publication any article or other manuscript on political or controversial subjects. Articles of manuscripts on nonpolitical or noncontroversial subjects shall be submitted to the ANNO for review and approval prior to their submission to a publisher.
- 3. Neither the Employee nor memiers of his family shall correspond privately on personnel of other official matters with members of Congress, or officers in the Department of State, CIA, or other Governmental agencies.
- h. Numbers of the Employees' family shall not be employed in the same Foreign Service office except during grave emergencies or when special authorization has been obtained in advance of employment from both the Department of Etate and CIA.
- 5. Before contracting marriage with a person of foreign nationality, the Employee shall request and obtain permission from the appropriate officials in both the Department of State and cia. Any such marriage with an alien without obtaining advance permission shall be deemed a breach of this contract and shall result in termination of service with the Government.
- 6. In the event the Employee desires to resign from the service oversess, he shall submit a written resignation addressed to the ADSO, who will take appropriate steps to clear the matter with the Department of State.

ARTICLE XII. Security. This contract contains inform tion affecting the national defense of the United States within the meaning of the Espionage Act (50 U.S.C. 31 and 32, as amended). Its transmission or the revelation of its contents in any manner to an unauthorized person is prohibited by law. Violation of this ARTICLE or any security agreement signed by the Employee with the Government shall result in immediate desciplinary action, which may include suspension separation from Government service, and may subject the Employee to criminal prosecution under the Espionage Act.

- 1. The termination of this contract will not release the Employee from the provisions of any security oaths which he may be required to take by CLA.
- 2. The Employee shall not publish, transmit, or divulge in any manner, information received by him as the result of his employment by the Government under this contract without specific written authority from the Director, CIA.

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ARTICLE XIII. Orders and Pirectives. Orders and Directives received by the Employee from competent authority, including instructions received in briefing and training, shall be complied with by the Employee. No promises or commitments to the Employee of any nature whatsoever, beyond and in addition to the terms hereof, shall be binding on the Government unless and until such promise or commitment is reduced to writing and approved by an authorized official of CIA, and such writing placed with this contract thereby becoming an amendment hereto.

ARTICLE XIV. Amendments. The Government may at any time amend this contract and may terminate this contract upon thirty day prior natice to the Employee. If the Government proposes to amend this contract by reducing the salary provided for in ARTICLE II (including class promotions, or other authorized in reases, if any) and such reduction is unacceptable to the Employee, resignation by the Employee for such reason shall be considered as a termination of this contract for the convenience of the Government. Where the Employee is directed to proceed to a new post on a permanent change of station by the ADSO, this contract will be deemed to have been amended to the extent of such change.

#### SECRET

ARTICLE XV. Special provisions. The following special provisions shall apply to the Imployee under this contract.

Part (a) of Section 3 of ARTICLE II shall not apply to employees who have served in a departmental position with CIA or who have served an overseas tour of duty with CIA, and in such case, part (b) of Section 3 of ARTICLE II shall be deemed amended to read as follows: \*(b) If the Employee desires to terminate or return to the United States prior to the expiration of twenty-four months from the date of his arrival at his overseas post of duty, he shall pay all expenses for the travel and transportation of himself, his immediate family, household goods and personal effects to the United States.

ARTICLE IX does not apply. The employee shall receive an annual salary of \$1,600.00 (68-9), and, during the period of official duty overseas shall receive allowances based on such annual salary (including subsequent increases) computed in accordance with applicable Foreign Service Regulations. Imitially, the such of \$1,200.00 per annual (FSS-9) (Phus in-class or class promotions) plus appropriate allowances based on this amount will be paid to employee directly by the Department of State. The difference between the authorized CIA salary and the salary paid by the Pepartment of State, plus the difference, if any, between allowances based on the authorized CIA salary and the allowances based on salary payments by the Department of State and paid by them, shall be paid to the employee in accordance with his written instructions.

A lump sum payment for annual leave is to be paid up to 2h have 1951. Sick leave is to be held in secrew until such time as subject reverts back to 05-Status, at wich time, accrued sick leave will be credited.

In the event any of the provisions in this Article are inconsistent with the provisions of any other Article in this contract, the provisions of this Article XV, shall govern and be determinative of the rights and obligations under this contract.

UNITED STATES OF MITTIES

37. Chaly W. Clayor

Aggistant Chief, Personnel Divicion, C.

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d. IF BORN OUTSIDE U.S. HOW W	AS CITIZENSHIP ACQUIRED?	e. IF NATURALIZED. PLAC ZATION CERTIFICATE.	E, DATE, A	NUMBER OF NATURALI-
	16. DED	ENDEUTS.	<del></del>	
HAMÉ	200 DET	RELATIONSHIP		DATE OF BIRTH
None:		<del></del>	<del>-  </del>	
·			<del>- </del>	
17- WHICH DEPEMBENTS WOULD YOU	WISH TO ACCOMPANY YOU, AEROA	67		
18a. FATHER'S NAME. David Worth Bagley		Baleigh, North Car	olina c	Eccired.
2005 Soleded Avenue, I	a Jolla, California	e. IF BORN OUTS 10	E U.S. DID	FATHER EVER OBTAIN
19a Mother's Maiden name Hario Louiso Harringto	21	Colusa, California	i	OCCUPATION IF ANY
2005 Soleded Avenue, L		U.S. CITIZENSHIP?	T YES	4
	D. ARE YOU A STENOTYPIST!	C. CAR YOU TYPE BY TOUCH	MA	NAME OTHER OFFICE CHINES YOU OPERATE COME

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T. RATE OR RAN	IN AT TIME OF DISCHARG	ION		ENT PATE						
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b. DO FOU HAVE A PERMANENT CIVIL SERVICE STATUS IN THE FEDERAL GOVERNMENT GIVE PRESENT GRADE AND DATE OF LAST CHARGE IN GRADE										
23. HAVE YOU E UNDER THE DEPA	VER APPLIED FOR A POS REMEME OF STATES	ITION UNDER T			STATE OR	,				TI ON
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ECTS OF DISABI	LITIES WHATSOEVER?	-35 HO	EMUTIONAL DISORDERT		
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NAMES OF CHIDITORS, AMOUNTS OU UNITRACTED.	E TO EACH, AND DAT	TES ON WHICH THE	IS "YES" GIV	E YEAR AND OFFI	CE OF LAST PAY-
3. DO YOU ADVOCATE OR HAVE YO	U LVER ADVOCATED.	OR ARE FOU NEW OR HA	WE YOU EVEN R	LEN A MEMBER OF	ANY POLITICAL
ARTY ON OHGAN , ZATION THAT ACVO		•		STATES BY FOFC	E OR VICLENCET
TYES TO TE ANSAER  4. HAVE YOU EVEN BEEN ARRESTE		OCTAILS UNDER LIEM		MI HIKITED CTATES	5 00 th Any 07450
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F SO, STATE UNDER ITEM #37 TH	NAME AND LOCATIO	N OF THE COURT, DATE	S AND DETAILS	OF PROCEEDINGS.	AND DISPOSITION.
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ouis A. Bopkins		ong Beach, Cali		Druggie	<b>3</b>
. MENTION HERE ANY SPECIAL QU	ALIFICATIONS OR AC	HIEVETENTS NOT COVE	RED EESEWHERE.	IN THIS APPLICA	TICH. INCLUDE SUCH
EMS ÁS ANY BOOKS OR ARTICLES CIPTY PEMBERSHIPS, AND ANY OTH	ER INFORMATION YOU	I CONSIDER PLATINENT.	YOU MAY INCLU	DE ANY PERTINEN	T RELIGICUS, CIVIC,
LFARE, OR ORGANIZATIONAL ACT. R OF HOURS PLR WEEK AND NUMBE	VITY WHICH YOU HA	IVE PERFORMED EITHER	WITH OR WITHO	OF COMPENSATION	. SHOWING THE NUM-
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#### SECRE1

#### TRAINING EVALUATION

1. The official to whom this report is entrusted is personally responsible for it. Although he may within his discretion show it to other members of his staff, the report should never be shown to the student whom it

2. The report summarizes the findings, observations, and opinions of the various instructors during the course listed only, with no reference to other facts or findings about the student. More complete data is swallable in the files of the Training Division and may be examined after contesting the Records and Schöduling Officer.

STUDENT'S NAME Tennent Harrington Pacley	DATE OF REPORT 8 December 1950
• •	DIVISION
TRAINING PERIOD 30 October - 1 December 1950	PROJECTED ADDIGMENT Intolligence Officer Germany

1. PERFORMANCE RECORD. The following grades show the achievement of the student in class problems and examinations. The total possible score is broken down to indicate the relative maighting of various factors. The overall adjectival rating is based on the following scales. O to 395 unsatisfactorys 60 to 195 tetlefactorys 60 to 895 tesellent; 90 to 1005 juperior.

		Possible Score	Achieved Score
FACTS (1)	Comprehension of mission of OSO	. (40)	36
(21	Comprehension of mission of OPC	- 1491	36
(31	Comprehension of operational procedures	(25)	- 22
143	Comprehension of operational policy	· (25†	24
151	USSR and Communism (clandestine aspecta)	. 1201	18
SKILLS (6)	[valuation of operational data	. 1301	27
(7)	Operational planning	-	26
(6)	Operational mechanics	" 1301	28
	Personality analysis	6391	27
(10)	Personality manipulation	1301	29
	TOTAL	13201	273

Overall adjectival reting . . . . . . . . . . . . . . . . . . Superior (91%)

2. TRAIT CHARACTERISTICS RECORD. The following indicates the verious personality traits as observed by the instructors during the training period. The observations include the student's participation and conduct in training as well as his reactions to various problems and situations. A coale of 0 to 10 is used, 0 indicating that the trait has not been observed, the lower numbers indicating below average, and the higher indicating above average.

		100
(2)	Ability to get along and work with people	9
(2)	Ability to greep instructions	ģ
	Enthusiasm and interest in work	
(4)	Inquistriousness	10
151	Practical Intelligence	8
	Astutoness	
177	Adoptability	Ź
(6)	Effectiveness	9
191	Stability	ź
(19)	initiative	9
1111	imagination	Š
1171	Aplilty to handle and direct people	8

princountry - traibalused only in eaces of outstanding strengths or weaknessest

(See back of page)

Diet: CHIEF INSTRUCTOR

net: LISO

Chief, FDM

STB CAU

Files

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SECRET

FORM #0. 51-88

#### COMM NT:

It is worthy of note that Mr. Capley is the third student to be rated Superior since the initiation of the ACC.

12 Docember 1950

MEMOHALDUM TO: Chief, FDM

PROB

: Chiof, TRD

eubject

I Mr. Tonnent Harrington Bagley

l. It is with pleasure that the instructors and staff of ThD commond hir. Tennent Harrington Bagley on his outstanding performance throughout the period of his training.

2. It is felt by the above mentioned officers that he is the type of individual which can contribute greatly to the mission of GLA.

N. R. PZEAS Chief, TRD

S. C. G

STANDARD FORM 61 (MYVINTE APPIL I, 1946) PROMULGATED BY CIVIL SEPTIFE COMMISSION CHAPTER AS FEDERAL PERSONNEL MANUAL

### APPOINTMENT AFFIDAVITS

IMPORTANT—Before swearing to these appointment affidavits, you should read and understand the attached information for appointee

CIA	ADVISORY COUNCIL	Rashington, D. C.
(Depártment or ngincy)	(Buress or dividos)	(Place of employment)
I Tempest Harrington Bagley	do sol	emnly swear (or affirm) that
A. OATH OF OFFICE		
I will support and defend the Cons domestic; that I will bear true faith a without any mental reservation or pur duties of the office on which I am abou	ind allegiance to the same pose of evasion; that I will	that I take this obligation free well and faithfully discharge the
B. AFFIDAVIT AS TO SUBVERSIVE ACTIVE	TY AND AFFILIATION	
I am not a Communist or Fascist. that advocates the overthrow of the Gounconstitutional means or seeking by for Constitution of the United States. It is become a member of such organization Government.	overnment of the United St orce or violence to deny ot To further swear (or affirm	ates by force or violence or oth her persons their rights under the I will not so advocate, nor wi
C, AFFIDAVIT AS TO STRIKING AGAINST	THE FEDERAL GOVERNMEN	<b>T</b>
I am not engaged in any strike againso engage while an employee of the Goran organization of Government employ of the United States, and that I will not an organization.	nst the Government of the vernment of the United St ees that asserts the right t	United States and that I will no ates; that I am not a member of o strike against the Governmen
D. AFFIDAVIT AS TO PURCHASE AND SAL	E OF OFFICE	:
I have not paid, or offered or promis firm or corporation for the use of influer	sed to pay, any money or of see to procure my appoints	her thing of value to any person nent.
E. AFFIDAVIT AS TO DECLARATION OF AF	POINTEE	
The answers contained in my Ap dated	plication for Federal Emp, filed with the above ect as of this date with the	named department or agency exceptions noted in the Declara
	- June de Phart	Manter of spreader)
Subscribed and sworn before me this	4th day of July	, A. D. 19.60
Washington,		D. C.
(City)	***************************************	Came)
[SEAL]	Trank	Signature of officer)
	<u>.</u>	(Title)
NOTE.—If the oath is taken before a Nota be shown.	ry Public the date of expir	ation of his commission should

#### **DECLARATION OF APPOINTEE**

This form is to be completed before entrance on duty. Question 3 is to be answered in all cases, otherwise answer only those questions which require an answer different from that given to the corresponding questions on your application form. If no answers are different, write "NONE" in Item 10, below. Any false statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Impersynation is a criminal offense and will be prosecuted accordingly.

1. (A) DATE OF CURTH	(8) PLACE OF BIR	TH (city	r or town	and i	State	or country)	•	•			
MRS. David W. Buyley			noisier Mc r	1	.00	TAND HUMBIRGE S. Sole LA Jole	2,014	(D) TELEPHONE NO.  GLENCO JO			
4 DOES THE UNITED STATES GOVERNMENT EMPLOY THE PAST IS MONTHS! YES NO NO If so, for each such relative NII in the bia	nke below. If	additio	mal epic			ır, complete u	nder Item 10.	· -, ·		AVE LIVE	
MAME	(Olve et		ADDRESS puber, if	ery)		(D) DEPARTMEN	7)-TEMFORARY OR NOT T OR AGENCY IN WHICH EMPLOYED	RELATI		RIED	SINGL one
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F1 ( ) , ( ) ( ) ( ) ( ) ( ) ( ) ( ) ( ) (		•				t	***********************				
. \$1.5 ( ) [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [	, at	·		• • •	1	t			•		
INDICATE "YES" OR "NO" ANSWER BY IN PROPER COLUMN	PLACING "X"	,	rES NO	ITEM NO.	1 22	<del></del>	ETAILED ANSWERS T IN NUMBERS OF ITEMS TO	<del></del>			APPLY
ARE 1975 A CITIZEN ÖKOR DO YOU OWE ALLEGIANCE T	O THE UNITED STAT	TE37	XL.	_			************		· · · · · · ·		
ARE YOU AN OFFICIAL OR EMPLOYER OF ANY STATE, T	ERRITORY, COUNT	7.03		-	ļ <b>.</b>			•••••	•••••		•••••
If your answer is "Yes", give details in Its	ım 10.	_					*		•	· • • • • • • • • • • • • • • • • • • •	
eo tos escaye any annuity from the united b Celly ba covernment under any retirement a Giver compensations or military or naval dery	CT OR ANY PERSION	W CA	1								
If your answer fet." Yes", give in Item 10 real that is, eff. optional disability, or by re or invitually especiation after 3 years' a sectionized year, and under, what retiremon if restried from initiary or nevel estrice.	ion for retirems ason of volunt ervice; amount of act; and rati	ery of of	Ä					· 		·	
na pe yor. Ends byen dischanged, or forced to res gr undstablactory service from any politicat,			7			·····			•••••• •••••	 	
ll your answer is "Yoe", give in Item 10 the of employer, date, and reason in each case	nama ang sildi i.				*****		~~~~	•••••••••••	••••••		******
Crimy word ist in Bedthary have vol ever bigh Buthardec isto court as a defendant in a crim Corportic bitho on imprisons or place on the Puth Bels specify to defosit ball or collater you at life to life the distribution of ordinate (exc yould the place by which a time or ordinate (exc yould the place).	iinal pròceesing Gbation, or have U for the vicaat Luchus Minor tra	. 681 YOU 1641 TENG	1							********	
If your answer is "Yes", list all such case Gire in each cest: (!) The date; (!) the nat or similarity; (!) the name and location of penalty impead, if any, or other disposi- it appreciate, your angerprint will be tak	turn of the offer the court; (4) t ition of the ca	nsa he				***************					***

#### INSTRUCTIONS TO APPOINTING OFFICER

The appointing officer before whom the foresting certificate is made shall determine to use own autifaction that this appointment would be in conformance with the Civil Service Act, applicable Civil Service Rules and Engilations and atts of Congress persaining to appointment.

Thes form should be checked for holding of office, pension, suitability in connection with any record of recent discharge or arrest, and perficularly for the following:

(3) Identify of appointes.—The appointer's signature and handwriting are not compared with the application and/or other periodic papers. The physical appearance may be checked against the medical certificate. The appearance may also be questioned on his personal history for agreement with his personal settlement.

(2) Age —If definite age limits have been established for the position, it should be determined that applicant is not outside the age range for appointment. Beet been determined the approximation is made the approximation, and the support of the consummated.

(3) Citisenship—The appointing officer is responsible for observing the crisenship prositions of (1) the Civil Service Rules and (2) appropriation acts Found (1) constitutes on a difficult for both purposes and is acceptable proof of crisenship status in the absence of conflicting evidence. In doubtful cases the appointment should not be consummented until electronic has been secured from the critique office of the Civil Service Commission.

(4) Members of Family.—Section 9 of the Civil Service Act provides the whenever their are already two or more members of a family arrying underprehensial or permanent appointment in the competitive service, no othe member of such family is cliquide for probational or permanent appointment in the competitive service. The appointments of persons remitled to viteral preference are not subject to this requirement. The members of family provides here not beginning the temporary appointments.

g. £ corsi 18031 Petitina STINS 19-55100-1

#### CENTRAL INTELLIGENCE AGENCY 2430 K STREET NW. WASHINGTON 25, D. C.

24 July 1950

Dear Mr. Tennent H. Bagley:

1. This is to notify you that the United States Covernment as represented by the Central Intelligence Agency, has accepted your employment effective. 24 July 1950. .

Position:

Intelligence Officer

Base Salary:

GS-9,, \$4600.00 per annum

#### 2. You will be:

- a. Entitled to annual and sick leave in accordance with Civil Service Commission rules and regulations, or such other provisions of law or regulations as may be established in lieu thereof.
- b. Reimbursed for travel expenses in accordance with CIA Regulations or Standardized Government Travel Regulations, as amended.
- c. If stationed outside continental United States, granted such monetary allowances as are prescribed by CIA Regulations.
- 3. Employment is conditioned upon satisfactory completion of the training courses prescribed by CIA and satisfactory performance of duty for a total period of six months from date of employment. In the event either training or performance of duty is deemed unsatisfactory by CIA, you will be offered other types of employment if available, or your employment will be terminated.

4. Your appointment is for such time as your services may be required and funds are available for the work of CIA. Notice of termination will be given you by procedure similar to that provided by Civil Service rules and regulations.

Official authorized to sign letters of

appointment

I accept the above agreement as a condi-

tion of my employment by CIA.

Employee

June 1948 51-105

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7. LANGUAGE German	-	ම, cook (85.27) දුරිල්	B. DATE OF TRE		·		10. ANNIVERSANT CO.	ATE (28.23)
11 TERT PURPOSE 12.  AWARD READING (	34) WRITING (	TEST BCOR	SPEARING 13	7) (1110	erstandin	7 (36)	13 RUGIBILITY	
14. I CERTIFY THIS EMPL	OYEE FOR A	WARD .	15. A-M 3 3-2 V	R - 1	• <b>7</b> 4P	c	<del></del>	0.4
16. AMOUNT OF AWAR	D	\$, 300,00	17. I CENTINY TO DELIGATION RE	HAT FUN F. NO.		C		
18, FEDERAL TAX DEDU	CTION-	\$	] · ·	-	-  -	-	- <del></del>	
19. STATE/DC TAX DEDU	CTION .	\$ ,	20. CHARGE AL	LOTHENI	HO.		DATE	
I. NET AMOUNT OF AV	VARD	\$	22 EMPLOYER	AYROLL,	110.		<del></del>	<del></del>
3. Forward Chick to			24. ALLOTHENT	OF ASSI	<b>ЗНИЕНТ</b>		DATE	
SA 1273 USE PREVIOUS COLTIC		SEC	! RET	<del></del>		(10	45) MRD COPY	<del>,</del>

PERIODIC SUPPLEMENT THIS CATE  PERSONAL HISTORY STATEMENT STATEMENT STATEMENT STATEMENT THIS CATE  INSTRUCTIONS  This form provides the means shoreby your official personnel records will be kept current. Even though it	57
INSTRUCTIONS	57
This furm provides the means whereby your official personnel records will be kept current. Even though if	
information you have furnished previously, it will be necessary for you to complete <u>Sections I through VI</u> entirely. You need complete <u>Sections VII</u> through <u>AIII</u> unly if there has been a change since you entered the organisation or if you believe the item requires more complete coverage than you have previously topo	on duly
SECTION 1 GENERAL .	
RAGLEY, Tennunt Harrington 18 SCP 195	57
2. CURRENT ADDRESS (No., Street, City, Zone, Stote) 3. PERMARENT ADDRESS (No., Street, City, Zone,	Bieles
Route 1, Box 365, Vienna, Virginia 2721 Clenwick Place, La Jolla, Ca	ilifo <del>n</del>
4. HOME TELEPHUNE NUMBER S. STATE, TERRITORY, POSSESSION OR COUNTRY IN MICH YOU NOW CLAIR DUNKING 5-9713 Virginia	M RESID
SECTION 11 PERSON TO BE NOTIFIED IN CASE OF EMERGENCY	
1. NAME (Lost-Reservable) PREPERABLY RESIDENCE IN U.S. 2. RELATION SALE NUMBER 1. PRICLEY Wille	•
S. HOME ADDRESS (No., Street, City, Sone, State, Country).	
Route 4, Box 365, Vienna, Virginia	
4. BUSINESS ADDRESS (No.: Street, City, Zone, State, Country)- INDICATE NAME OF FIRM OR EMPLOYER, IF APPLI NA	CABLE
NA N	N\$104
NA ' ECTION 111 MARITAL STATUS	
. CHÉCR (R) ONÉ! SINGLE X MAUHIED BIDONED SIPARATED DEVORCED ANN	VI-L L F ガ
FURNISM DATE, PLACE AND REASON FOR ALL SEPARATIONS, DIVONCES OR ANNULWENTS	
POUSE: If you have been married more than once, including annulments, use a separate sheet for former wife infand giving data below for all pravious marriages. It marriage is contemplated, provide suce data for f	
NAME (First) (Widdle) (Warden) (Lost)  Marku Lonyay BAGLEY	
DATE OF MARRIAGE S. PLACE OF MARRIAGE (Cel), State, Country)	
le June 1955 Vienna, Austria	,
ACORESS OF SPOUSE REFORE MARRIAGE (No., Street, City, State, Country)	
Linko Wienzeile 18, Vienna VI, Austria	-
7. LIVING 8. DATE OF DEATH 9. CAUSE OF DEATH	
The state of the s	
DATE OF BIRTH 12. PLACE OF BIRTH (CLEY, State, Country)	8
L. September 1930 Baden near Vienna, Austria	1200 14 PENNINS
11 October 1955 New York, N.Y. CITIZENSHIP (Country) 16. DATE ACQUIRED [17. WHERE ACQUIRED (C.S. STATE, Country)	
Austrian January 1947 Vienna, Austria	
OCCUPATION 19. PRESINT EMPLOYER (Also give former employer, or at apound to dec	eased o
Housewife unexployed, last two employers) NA	
HOUSEWIFE LAMPLOYER'S OR BUSINESS ADDRESS (No., Street, City, State, Country)	

FORM HUUD use Parvious tollions.

SECRET

(4)

· ·	f Then Fi	1104 10)	·		
	SECTION III CONTI				
21. DATES OF MILITARY SERVI	CE OF SPOUSE (From- And tu- )	BY MUNTH AND YE		-	
ER BRANCH OF SERVICE		23 COUNTRY BIT	H BHICH W	LITARY SERVICE APP	ILIATED
24. DETAILS OF OTHER GOVERN	MENT SERVICE, U.S. OR POPEICH		·		
NONE		÷			
SECTION IV RELATIVES B	Y BLOOD, MARRIAGE OR ADOPTION L	VING 4BROAD OF	WHO ARE	IOT U.S. CITIZENS	
I. FULL NAME (LAST-FIRST			2. OCLATI		2. AGE
INIVAY, Erns		<del> </del>	MIIE	s father -	59
	nna (Linke Weinzeile 18	. Vienna VI	. Austr	(a)	
8. CITIZENSHIP (Country)	. FREQUENCY OF CONTACT		<i>,</i>	7. DATE GLAST CO	HTACT
Austrian	wife's letter onl	y - weckly		July <b>T</b> 957	
1. FULL NAME (Lost-First	-		2. RELATI	· ·	3. AGE
LONTAY, Char	TOUG		W119	s mother	1 3
Austria, Vie				1	
B. CITIZENSHIP (Country)	8. PREQUENCY OF COSTACT			7. BATE OF LAST CO	NTAGT
Austrian	wife's letter's -	weekly		July 1	957
1. FULL NAME (Lout-Pirat-		,	2- RELATI		. 3. AGE
LONYAY, Ludw:	ig (Lajos)		Wii	'a's brother	.] 19
Austria, Vier					
D. CITIZENSHIP (Country)			7	7. DATE OF LAST CON	TACT
Austrian	infrequent lette	er contact	_ <u>.                                    </u>	July 1957	7
1. PULL HAME (Lent-First-		I	Z. BELATIO	-	3. AGE
LONYAY, Aloxe		1	W J. 1 C	's brother	3
Austria, Vier					
B. CITIZINSHIP (Country)			T	7. DATE OF LAST CON	TACT .
Austrian	, None except theo	nigh mother	. 1	, NA	•
SPECIAL REMARKS. IF ANY,	CONCERNING THESE HELASSIES				• •
There is also	an uncle, an aunt, and	a grandmoth	er of m	y wife living	
respectively	in Rome, Paris and Vienn	a. All hav	e teen	reported on In	
the past.					
CTION V	FIBANCIAL S	YATUS	<del></del>	· · · · · · · · · · · · · · · · · · ·	<del></del>
CHOM V  ARE YOU'ENTIRELY DEPENDENT (		X YES	140		
OO YOU HAVE ANY FINANCIAL IN	ITEREST IN. OR OFFICIAL CONSECT!	ON WITH, NON-U	S. COMPER	ATTOYS OR BUSINESSE	3 OR 14 OR
FITH U.S. ÉORPORATIONS UR BL	ISINESSES HAVING SUGSTAUTIAL FOR TE DETAILS ON A SEPARATE SHEET A	LIGH INTERFORS	' [] (8)	· [] 40 15	YOU HAVE
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	O QUESTION 3 ABOYE. GIVE COMPLE		LEL		
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nga - ya managa - garangana nagaman maganpinakan ni dibindik dibindikan maga	The second secon		·		
THOUT REFERENCE TO YOUR SA	LANY, STATE OTHER SOURCES OF REC	CURRENT INCOME	HOT INDICA	IED BY PRECEDING IT	ENS,
	, KA				1
	. 101				
	SECTION Y CONTINUES	TO PAGE 3			
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	SECTION	V CONTI	NUED FRO	H PAGE	2			
. G. BAN	KING INSTITUT	10NS #11	H 4H1CH	1011 HAV	accounts			
NAME OF INSTITUTIO	N,				ADDRISS (CITY.	State.	Country)	
National Savings and Tr	rust Compar	v		Washi	ngton, D.C.	•		
			1		•			
			<del> </del>	. 1 #				
			<del> </del>			<del></del>		
-7, HAVE YOU EVER BEEN IN, OR PETITIONS	D FOR DANKER		L,_	vrs	Z No		· · · · · · · · · · · · · · · · · · ·	<del></del>
B. IF YOU HAVE ANSWERED "YES" TO QUEST			TICULAR			DATEIS	)	~
	•	N	A				•	
SECTION VI		.EI T.I Z	NSHIP .	<del></del>				,
1: COUNTRY OF CURRENT CITIZENSHIP	2. C1112			BA . CH	CR (H) ONE:	<del></del>		<del></del>
ÚSA	·   .	X) ••	***		🖂	(Specif	ינע:	
3. HAVE YOU TAKEN STEPS TO CHANGE YOU	A. GIVE	PARTICUL	ARS .		-	···		
PRESENT CITIZENSHIPT	] ••	NA.	.' 					
5- IF YOU HAVE APPLIED FOR U.S. CITIZ	NA NA		. •	US OF Y	DUR APPLICATIO	M (First	papera.	•1c.)
SECTION VII	···	EDUC4				<del> </del>		· · · · · · · · · · · · · · · · · · ·
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MICH SCHOOL GRADUATE				104.2 0		<del></del>		
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THO YEARS COLLEGE OR LESS	·			#.2 VEC		Dar Jan.		
	2. COL	<del></del>	UNIVERSE			T	,	
NAME AND LOCATION OF COLLEGE ON U	IIVERSITY	# 01 A M	HINGH WINGH	PHON	20	HEC.D	BEC.D	TEMPOTA HE COMPLETED (Specify)
Princeton University				1942				2 som.
University of Southern C	alifornia	Int.	Hist. PolSc	1943-	44:46-117	ΛB	Jan lı	j also l Bumbura
University of Geneva, Sw	itzerland	Pol.	1	301.9	7010	Licen		48
(Graduate Institute e		Sol.		1247	1948	08.80		
International Stud						pol.	]	
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Same		"		1948	1950	in po	L.SC1.	·
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		<del>,</del>	<del></del>		F 4 p W		F0	HOOKS
lione								
				-				
MILITARY TRAINING (Full time duty in	specialized.	schools.	such as	Ordnance	, Intelligenc	e, Cornu	o ication.	s, etc.)
					·~·· <del>······</del>	ATTENDE		
NAME OF SCHOOL	S TUDY O	R SPECIA	LIZATION	.	FeGu	1	10	TOTAL .
	. Marine C		ilantic (Infa:		early LE	sum	19r 415	16
Officer Candidate School, U.								
Officer Candidate School, U. (also boot camp, other in Sea School, San Diego	antry tran		-aircr	aft	Aug 145	Sen	t. 45	5

SECTION VIII	GEOGRAPHIC AREA	KNOW EDGE				
1. LIST BELGE ANY CORTION DEG STUDY OR MORE ASSIGNMENT O DISAIS TYPE OF ENOMISSES	IONS OR COUNTRIES OF WHICH YOU H THER THAN ORGANIZATION EXPERIENC UCH AS TERRAIN, CUASTS, HARBORS	E. UNDER COLUMN "TYPE C	ROUSTRI	ES . POS	ITICAL PART	
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED ENDBLEDGE	OATES OF RESIDENCE. TRAVEL, ETC.	RÁ- PENCE	TRAVE	L STUDY	BV BORK ASSIGN MENT
France, Switzerland	political affairs, history, geography	1926-28, 47-50	X	x	X	
Hest of Western Zurope and Central Zurope	11	1947-50		X	x	
	· · · · · · · · · · · · · · · · · · ·					
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	T. RESIDENCE OR TRAVEL FOR EACH					
3: LIST BELOW ANY FOREIGN REGIO ASSIGNMENT OR ACTIVITY.	NS OR COUNTRIES OF WHICH YOU HA	VE GAINEO KNOWLEDGE AS A	RESULT.	OF OR	GAN I ZATION	
HAME OF REGIDS OF COURTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF RESIDENCE. TRAVEL, ETC.	нос	175	FIELD ASSIGNMENT	TRAIN-
Austria	political, economic, other	1951-55			X	
Germany, Exitatriana	is .	1951-56	X		X	
Poland	tt .	1955-57 (Hqs on	<del> </del>			
Hungary, Czechoslovaki	п п	study and operati activity 1951-57	onal X	-	<u> </u>	
	TYPING AND STENOGRAF	MIC ARILLA	<u></u>			
SECTION IX  - TYPING (B.P.H.)   12, 1009 TALOG		SYSTEM USED + CHECK (X)	APPROP	RIATE	1779	
40 -	GREGO SPECOMPITI		(Speci			
i. Indicate other bisints wacht broph, Carl Funch, osc.,	HES WITH WHICH YOU HAVE HAD UPE NOTED	RATING EXPEUIENCE OR TRA	INING (4	Compto	moter. Wie	• • •
ECTION X  LEGINAL MORRIES AND INCESS IN EACH tennis (2002), hunting (Zeir),	golf (fair), swimming (g	ACTIVITY PARTICIPATED.	INDICAT , BKi	Lyoun Lng (	PROFICIENT	CV ,.
- INDICATE AND SPECIAL DIALIFIC POSITION OR TYPE OF MORE		CE OR TRAINING, WHICH MI	GH र हार	700 F	OR A PARTIC	CUL AR
EXCLUSING FOUSPMENT NOTED IN CHINES SUCH AS GESPATION OF S	SECTION X. LIST ANY SPECIAL SKIL HOSTWAYE RADIO, MULTILITH, TURPE NOTE	LS YOU PUSSESS RELATING IT LATHE, SCIENTIFIC AND	TO OTHE	EH EQU. SIGNAL	IPMENT OR T DEVICES, E	TC.
. 19 YOU ARE A LICENSED OR CENT Larges, CPA, Madisel Fechnick REGISTY OLMBER, 18 400Ms.	IFTED MEMBER OF ARY TRACE OR PRO **. etc.), indicate the ming of	FESSION (Pilot, Bloctric Lictuse of Centificate.	HAME OF	15501	norator. To INS STATE,	acher AND
FIRST LICENSE OR CESTIFICATE (	lio	EST LICENSE OR CERTIFICA	TE (Yes	roti	4000)	_

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• 1			SECTION	-X CONFINUEL FROM PAIS &								
	7.	INDICATE TITLE, PUBLICATION DATE, AND jecty novels, short stories, etc.;	THE OF	and published								
1		International Protection of National Minorities, 1950 (book written/as doctoral dissertation										
ı	8.	DICATE ANY DEVICES WHICH YOU HAVE INSENTED AND STATE WHETHIR OR NOT THEY ARE PATENTED										
1	NOTIGO											
ſ												
1		None.										
	10	LIST ANY PROFESSIONAL, ACADEMIC OR HO MEMBER. LIST ACADEMIC HONORS YOU HAV	NORARY AS	SOCIATIONS OR SOCIETIES IN WHICH YOU ARE NOW OR WERE FORMERLY A.								
		None.	•,									
ŀ	_			GE LAST COMPLETION OF A PERSONNEL QUALIFICATIONS QUESTIONNAIRE								
ŀ		July 1950-June 1951	i	Advisory Council and FDM German and Austrian								
1	-	4. NO. OF EMPLOYEES UNDER YOUR DIRECT	<del></del>									
		SUPERVISION O	<u> </u>									
İ		desk case offacer and under	rgoing t	training and integration into State Dept.								
	j		•									
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ŀ	-	1. INCLUSIVE DATES (From- and To-)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT								
				FDM and EE Division, Austrian Station								
1,		4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION 4-5 6. DESCRIPTION OF DUTIES		o Off cer and Chief, CE Austria								
	•											
		Handling of Agents against So	dnna: h	Satellite and Austrian targets; organizing and mandling double agents; debriefing defectors by work in audio and photographic support work.								
-		Handling of Agents against So supervising CE activity in Vi from intelligence services; t	dnna; hemporar	nandling double agents; debriefing defectors y work in audio and photographic support work.    OFFICE/CIVISION/EMANCH OF ASSIGNMENT   Chief of Operations, Polish Branch								
-		Handling of Agents against So supervising CE activity in Vi from intelligence services; t	dnna; hemporar	nandling double agents; debriefing defectors y work in audio and photographic support work.								
3		Handling of Agents against So supervising CE activity in Vi from intelligence services; t  1. INCLUSIVE DATES (From and Ton) Novembor 55 to date 4. NO. OF FMPLOYEES UNDER YOUR DIRECT SUPERVISION about 20 6. DESCRIPTION OF DUTIES COMMENTS OF THE PROPERTY OF SUPERVISION OF DUTIES COMMENTS OF THE PROPERTY OF SUPERVISION OF DUTIES COMMENTS OF THE PROPERTY OF SUPERVISION DUTIES COMMENTS OF THE PROPERTY OF THE PROPER	dnna; h.emporar	y work in audio and photographic support work.    OFFICE/CIVISION/DRANCH OF ASSIGNMENT     Chief of Operations, Polish Branch     OFFICE Chief, CE Poland     OFFICE Chief								
3		Handling of Agents against So supervising CE activity in Vi from intelligence services; t  1. INCLUSIVE DATES (Froz. and Fo.) November 55 to date 4. NO. OF FMPLOYEES UNDER YOUR DIRECT SUPERVISION about 20 6. DESCRIPTION OF DUTIES Crgamization, planning and s the Polish target. Lecturin	dnna; hemporar	prince/civision/EMANCH OF ASSIGNMENT Chief of Operations, Polish Branch FOSITION TITLE Chief, CE Poland EEE/Polash Branch ion of world-wide operational activity against								
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3		Handling of Agents against So supervising CE activity in Vi from intelligence services; to the intelligence services; to date  1. Inclusive dates (from about 20)  2. Description of Duties (from and for a supervision)  3. Description of Duties (from and for a supervision)  4. Inclusive dates (from and for a supervision)  4. Description of Duties  4. NO. OF EMPLOYEES UNDER YOUR DIRECT Supervision	dnna; h.emporar  2. GRADE GS-13 5. OFFICE 2. GRADE 2. GRADE	pandling double agents; debriefing defectors y work in audio and photographic support work.    OFFICE/CIVISION/GRANCH OF ASSIGNMENT     Chief of Operations, Polish Branch     Chief, CE-Poland     EE/Polash Branch     ion of world-wide operational activity against course in TRD. Organized tutorial course for     s. OFFICE/CIVISION/GRANCH OF ASSIGNMENT     1 OFFICE/CIVISION/GRANCH OF ASSIGNMENT     J. OFFICE/CIVISION								

SECRET CHILDREN AND OTHER DEPENDENTS SECTION XII NUMBER OF CHILDREN (Including stopchildren, and adapted children) Bug are unmarries, and adapted children) Bug are unmarries, and are not sile.

1 Supporting.

2. NUMBER OF CHILDREN STREET, of CITY STREET, or CITY STREET, or CITY STREET, or CITY STREET, or CITY OF THE STREET, or CITY OF THE STREET, or CITY OF THE STREET OF 1. NUMBER OF CHILDREN (Including stopchildre and adopted children) and are unmarried. Under 21 years of age, and are not self-supporting. PELATIONSHIP YEAR OF BIRTH CITIZENSHIP ADDRESS X daughter 1957 US Rt. 4 Box 365, Vienna, Christine Bagley

ADDITIONAL COMMENT AND/OR CONTINUATION OF PRECEDING ITEMS SIGNATURE OF EMPLOYEE DATE COMPLETED

150.043 LANGUAGE DATA RECORD											
		PART I-GEN	ERAL				•				
1. SME (Lest-First-Middle) (29-30)											
BAGLEY, Tennent Harrington Nov. 11 192											
L EANSIAGE (91-99) 4. TODAY'S DATE (28.39) 5.											
Tanad	,										
		PART II-LANGUA	GÉ ELEXEN	TS,							
SECTION A.		Reading	( <del>4</del> 0)		*	- ,	•				
I CAN READ TEXTS OF AN	Y DIFFICULTY, O	A GENERAL NATUR	E OR IN F	TELPS I AM	FAMILIAR WITH, U	ING THE	DICTIONARY				
2. 2 CAN READ TERTS OF MO		FIGULTY, OF A GE	NERAL VAT	WRE OR IN F	IELOS I AM FAMILI	AR WITH,	USING THE				
E CAN READ TEXTS OF AV	ERAGE DIFFICULTY		ference #	aterials, o	EĊ.), USIÑO THE O	ICTIONAR	Υ				
4. E CAN READ SIMPLE TEXT	TS. SUCH AS STAFE	T SIGNS, NEWSPAPI	ER HEADLT	NES, ETC.,	ISING THE DICTION	ANY FREQ	UENTLY.				
5. I HAVE NO READING ADIL	ITY IN THE LANGU	AGE.			-						
SECTICA B.		Writing	(41)		·						
T CAN WRITE PERSONAL L C- GRITE FACTUAL NARPATIVE MATTIVE STYLE, USING TH	C AND EXPOSITORY	MATERIAL WITH RE									
T CAN WRITE PERSONAL L TARELY. I CAN WRITE F ERGORS, BUT IN A STYLE	ACTUAL NARRATIVE	AND EXPOSITORY N	ATÉR AL 1	WITH REASON	BLE CLARITY, #17	ICTIONAR H FEB CR	Y ONLY AMMATICAL				
I CAN WRITE PERSONAL LE 3. BUT WITH OCCASIONAL MIN OCCASIONALLY.											
TO BUT WITH WAS SUBJECT OF THE STANDARD STANDARD TO STANDARD STAND	ETTERS AND SIMIL CAL ERRORS AND I	AR SIMPLE MATERIA N A VERT FOREIGN.	L. WE'M T AWKWARD	EASONABLE S STYLE, USIN	UCCESS IN CONVEXE G THE DICTIONARY	NG MY ME FREQUENT	AHING.				
5. I CANNOT WRITE IN THE L	ANGUAGE.				٠,						
ECTION C.		Pronunciation	n (42)								
1. WY PROMUNCIATION IS MAY	rive.		, ~		<u>.                                    </u>						
2. WHILE NATIVES CAN DETEC	T AN ACCENT IN A	IV PRONUNCIATION	THEY HAVE	No DIFFICU	TY UNDERSTANGING	ut.					
3. WY PROMUNCIATION IS OBV	IQUELY FOREIGN.	BUT ONLY MARELY !	CÝNZFZ DI	FEECULTY FO	PERATIVES TO UNDE	ASTANO.					
4.) WY PRONUNCIATION IS DEC	ASIONALLY DIFFIC	ULT FOR NATIVES	IG JECTES	TAND.							
3- 1 LAVE NO SKILL IN PRON	UNCIATION.		: .								
	(	CONTINUE ON REVE	ERSE S IDE	5		<del> </del>					
259 No. 111116		SECRET									

156043 LANGUAGE DATA RECORD										
	-	PART 1-GEI	ERAL							
1. NAME (LAST-First-Widdl	•)	17-24)			2. DATE OF BIRTH		79-361			
BAGLEY,	TENNENT	HAARING TOU			Nov.	11	1929			
3. LANGUÀGE 📁 1	21- 22)	4. TODAY'S CATE	174	7749	5.					
German	283	June	17	1957		NO PROF	LANGUAGE			
		PART II-LANGUA	ee erenen	T3			,			
SECTION A.		Reading	(40)			•				
1 CAN READ TEXTS OF	ANY DIFFICULTY, I	OF A GENERAL WATER	E 04 IN 1	IELDS I AM	FAMILIAR WITH, US	140 THE	DICTISALS.			
Z. I CAN READ TERTS OF DICTIONARY OCCASIONA	MOST GRADES OF DI	FFICULTY, OF A GE	NERAL NAT	URE OR IN #	IELOS I AM FAMILE	AR BITH,	UEFOR THE			
3. I CAN READ TEXTS OF PREQUENTLY.		y (newspapers, te	ference m	aterials, e	(c.), USING THE D	ICTIONAR	γ .			
4. I CAN READ SIMPLE TE	XTS, BUCH AS STRE	ET BIGNS, NEWSPAP	ER MEADLI	NEB, ETC., (	USING THE DICTION	ARY FRES	ufoite.			
5. I HAVE NO READING AD	ILITY IN THE LANG	IJĀĢĒ.			•					
SECTION B.		Writing	(41)							
I CAN WRITE PERSONAL  THE FACTUAL NARRAT  NATIVE STYLE, USING	IVE AND EXPOSITOR	* MATERIAL WITH #								
2. I CAN GRITE PERSONAL RAFELY. I CAN WRITE ERRORS, BUT IN A STY	FACTUAL NARBATIV	E AND EXPOSITORY Y	HATERIAL	RITH REASON	BLE CLASITY, WITH	CTIONAR FEM GR	amorry is al			
1 CAN WRITE PERSONAL 3. BUT WITH DCCASIONAL N						THE DIET				
4. F CAN MREYE PERSONAL BUT WETH MANY GRAMMAT										
5. I CANNOT WHITE IN THE	LANGUAGE,				<b>'</b> <sub>1</sub>					
SECTION C.		Pronunciatio	n (42)							
1. MY PRONUNCIATION IS A										
THILE NATIVES CAN DET		MI SUSMUNCIATION		HO DIFFICU	LTY UNDERSTANDING	Ψ(,				
3.) MY PROMUNCIATION IS O	OVICUSLY FOREIGH.	SUT ONLY PARKLY	CALSES DI	FFICULTY FO	R HALLYES TO UNDE	estand.				
4. WY PROMUNCIATION IS O	CCASIONALLY DIFFI	COLT FOR NATIVET	*: 5485-3	TA43.						
5. I have no saill in PR	ONUNCIATION	_								
		CONTINUE ON REVI	FASE SIM	· ·						
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CONTINUATION OF PART II-LANGUAGE ELEMENTS	
SECTION D. Speaking (43)	·
1. I SPEAK FLUFNTLY AND ACCURATELY IN ALL GRACTICAL AND GOCIAL STRUKTIONS) I CONVERSE FRE IN ALL FIFLDS BITH SHICH I AM FAMILIAN.	EELV AND IDIUMATICALLY
3 SPEAR FLUENTLY AND ACCUPATELY IN GRANLY ALL PRACTICAL AND SOCIAL SITUATIONS: 1 CAN COMMITTEE BRIDGE STREET BRIDGES AND COMMITTEE BRIDGES STREET BRIDGES AND COMMITTEE BRIDGES STREET BRIDGES S	CONVERSE IN WOST FIELDS COMMON PROVINGS.
3. I GET ALONG WUITE HELL IN SITUATIONS OF DAILY LIFE AND TRAVEL AND CAN CONDUCT ROUTINE BUSI	NESS IN FARTICULAR FIELD
4. I MANAGE TO GET ALONG IN THE WOST COMMON SITUATIONS OF DAILY LIPE AND TRAVEL.	
So it have no ability to use the Landuage in any of the above respects.	
SECTION E. Understanding (44)	-
I UNDERSTAND NON-TECHNICAL CONVENSATION ON ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE Dearly Evenything I hear on the padig and at the movies, plays, and lectures.	TELEPHONE:   UNDERSTAND
1 UNDERSTAND NON-TECHNICAL CONVERSATION ON NEARLY ALL SUBJECTS, BOTH FACE-TO-FACE AND UNDERSTAND MOST OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES; IN PURS.	
I UNDERSTAND NEARLY ALL CONVENSATION ON TOPICS OF DAILY LIFE AND TRAVEL, BOTH FACE-TO- PHONE: I UNDERSTAND MUCH OF BHAT & HEAR ON THE RADIO, AND AT THE MOVIES, PLAYS, AND LE	FACE AND ON THE TELE. CTURES.
A. I UNDERSTAND THE SIMPLEST CONVERSATION, BOIN FACE-TO-FACE AND DY THE TELEPHONE: I UNDER I MEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.	RSTAND SOME OF WHAT
5. I AM NOT ABLE TO UNDERSTAND THE SPECIEN LANGUAGE.	-
BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER	SECTION.
PART 111-EXPERIENCE AS TRANSLATOR OR INTERPRETER (85)	
1) I HAVE HAD EXPERIENCE AS A TRANSLATOR.	
2. I HAYE HAD EXPERIENCE AS AN INTERPRETER.	
3. DOTH OF THE ADOVE STATEMENTS APPLY,	:
A. NONE OF THE ABOVE STATEMENTS APPLY.	
PART IV-CERTIFICATION	, A
1 CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOW THIS CERTIFICATION CONSTITUTES MY PERLICATION FOR A MAINTIMANCE ARARD PROVIDED I AM ELIGIBL REGULATION NO. 25-119. PAR. IC(4). I UNDERSTAND THAT I MUST PASS AN OBJECTIVE LANDINGE PROBLECOME ELIGIBLE FOR AN ABARD. AND THAT INRESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTERA CUMULATIVE AS OF THE ANTIVERSARY GATE OF COMPLETING THIS FORM.	Clarecas Trat Gerana I
17 June 1951 Terment Hagley.	
(6)	

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1.56043	" LANGUAGE DATA	RECORD								
-	PART I-GENERAL									
1. HAME (Last-First-Widdle) (7-24) 2. DATE GF BIRTH (735-30)										
BAGLEY, Tennent Harrington Nov. 11 1925										
). LANGUAUS (\$1-85) 4. 10DAY'S DATE (\$4-38) 5.										
FRENCH 265 JUNE 17 1957 TIME NO POSTISIENCY										
	PART 11-LANGUAGE ELEMENTS									
SECTION A.	Reading (40)									
ONLY RATELY.	NY DIFFICULTY, OF A GENERAL NATURE OR IN FIFLDS	I AM FAMILIAR OFTH, US	ing the Dictionary							
2. I CAN READ TEXTS OF MC	OST GRADES OF DIFFICULTY, OR A GENERAL GATHER GR	IN FIELDS 1 AM FAMILIA	AP BITH, USING THE							
3. FREQUENTLY.	PRAGE DIFFICULTY (nomapapere, reference materies	la, etc.), usino the ci	ICTEONAY							
4. I CAN BEAD SIMPLE TEXT	S. SUCH AS STREET SIGNS, NEWSPAPIR MEADLINES, C	C USING THE DISTIDUA	ar sosqueusle.							
5. I HAVE NO READING ABIL	ITY IN THE LANGUAGE.		•							
SECTION B.	Writing (41)									
I. WRITE FACTUAL NARRATIV	ETTERS AND SIMILAR MATERIAL 4154 COMPLETE SI,CCE F AND EXPOSITORY MATERIAL WITH PLASSWASLE CLARITE E DICTIONARY CHLY RARELY.									
[ 2. ] PARELY. I CAN PRITE P	ETTERS AND CIVILAR SIMPLE WATERIAL WITH COMPLETE ACTUAL HAPRATIVE AND EXPOSITORY MATERIAL WITH DE WHICH MAY 40T OF NATIVE, USING THE DICTIONARY O	ASONABLE CLARITY, BITH								
	ETTERS AND SIMILAR SIMPLE MATERIAL, WITH DEAGCHA FOR GRAMMATICAL ERRORS AND IN OBVIOUSLY POREIGN.									
	ETTERS AND SIMILAR SIMPLE MATERIAL, WIF- PEASONA CAL ERRORS AND IN A VERY FOREIGH, ARREARS 57%1.									
5. I CANNOT WRITE IN THE L	ANGUAGE,									
SECTION C.	Pronunciation (42)									
NY PRONUNCIATION, IS NAI	IIVE.									
2. WHILE NATIVES CAN DETEC	T AN ACCENT IN MY PROMUNCIATION THEY HAVE NO GIV	PICULTY UNDERSTANSING	w1.							
3. MY PRONUNCIATION IS ONV	TOUGLY FOREIGN, BUT CHLY PAPELY CAUSES SIFFICUL	TICOU OF PIVITAN ROT Y	STAMO,							
4. MY PRONUNCIATION IS OCC	ASIONALLY DIFFICULT FOR NATIVES TO UNDERSTANG.									
5. I HAVE NO SKILL IN PROM	UNCIATION.									
-	CONTINUE ON REVERSE SIDE									
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ARE YOU A CITIZEN OF OR DO YOU ONE ALLEGIANCE TO THE UN	787	रा	36 DOES THE UNITED STATES GOVERNMENT EMPLOY IN A CIVILIAN CAPACITY		F
ARE YOU NOW OR HAVE YOU EVER BEEN, A MEMBER OF THE COMPLETELY, U.S.A. OR ANY COMMUNES UNGANIZATIONS	WEST	x	ANY RILATING OF NIVES (BY SILVING OR MARRIAGE) WITH WHOM YOU LINE OR HALL (LINE MINIME HER PAIL IS NOW HER LINE OF RACH such the pour answer is "Yes," show in Herri 39 for RACH such relative (i) init name, (i) present address; (i) referenship; (ii) Department or Agency by which employed, and (i) hind (i) Department or Agency by which employed, and (ii) hind		K
ARE YOU NOW, OR HAVE YOU EVER BIEN, A MEMBER OF A FASCIST CR	524	X	SPECIAL INSTRUCTIONS FOR CLAIMING VETERAN PREFERE	ice	<u>_</u>
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I your answer to question 27, 28, or 29 above is "yea," are litem 34 the names of all such organizations, association wements, groups, or combination of persons and drive imbership. Give complete details of your activities in and make any explanation you desire regards	22			13	
IS INCREMENTALLY OF ACTIVITIES THEREIN.  SINCE YOUR ISTER BITTHAN HAVE YOU EVER BUT ARRESTED INOUT ADMINISTED IN OCCUR.  SINCE YOUR ISTER BY A BUTTHANAT IN A CRIMINAL PRINTS OF NO CONTINUED, FIND O, OR IMPRISORS OR IN A CRIMINAL PORT OF NO LAYER BUT ARROWS OF NO CONTINUED OF THE PROPERTY OF THE PROPER	102 103 104 104 103 103 104	X	IN YOUR THE HARLE OR SE TREATED A PERENT TO BRIDGE OF THE PROPERTY OF YOUR	6	
a. If appearated, your Ragesprease will be taken have your ern be noticeabled on Foncion of the Grand will the characters form in given in them. So the make as I your analyst is "Yes," give in Item 39 the make as lease of elimploper, dute, and reason in make case.	700.	χ	30 JAVIE YOUSERVED IN THE UNITED STATED MILITARY OR HAVAL STITUTED URING PRACETIVE ONLY CONOUR PARTICIPATE IN A CAMPAIGN ON EXPLINATION AND RECEIVE A CAMPAIGN BURGE ON SERVICE HUDON!	5	
HAND YOU EVER DEEN DARRED BY THE U.S. CIVIL SERVICE COMMISSION METAKING FRAMINATIONS OF ACCEPTING CIVILSERVICE APPLYINGS. NO YOUR LINAMER IN YOU. "YOU DATED OF AND ESSAURS ST A debarment in Item 19.		v	OD ARE YOU A O'S REED VETERANT If so, and you have not instal your disability in answer to Item 33, explain in Item 39 below. (C) ARE YOU A VETERANS WICON WHO NAS NOT REMARKED.		_
HAVE YOU ANY PHYSICAL HANDICAP DISTALL OF OTHER DISEASE. CHEMORED BE CONSTEND ON ASSIGNING YOU TO MISSAY. FROM A MARKET IN "YOU," give complete default in litera St. I consideration can be given to your ply well of litera.	×	V	THIS SPACE FOR USE OF A PROMITING OFFICER ONLY		
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## PERSONAL HISTORY STATEMENT

the a for e cicnt <b>2.</b> Type	ver all questions completely. If question does not "Write "unknown" only if you do not know the armswer from personal records. Use the blank pages xtra details on any question or questions for which room.  print or write carefully; illegible or incomplete for ation.	s at the end of this for h you do not have su
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	•	Telephone:
A. FULL NAME	Mr. TENNENT HARRINGTON BAGLEY	Office:
(Une Mo Initials)	after 20 June: 2168 Florida ave. N.W., W	ashington, D.C.
PRESENT AI	DRESS - until 20 June : Hotel de la Truita, Ferney BE. & NO. City State	· · Voltaire (ain) Franc
	ADDRESS 2005 Soledad ave La Jolla Cali	Country
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	TH 11 Nov. 1925 PLACE OF BIRTH Annapolis, Ma	ryland, USA Country
D. PRESENT UTI	TZE://SHIP U.S.A. BY BIRTH? BY M	
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	E.	. IF BORN OUTSIDE U.S. WHEN DID YOU FIRST ARRIVE IN THIS COUNTRY?
		PORT OF ENTRY? ON PASSPORT OF WHAT COUNTRY?
	-	LAST U.S. VISA Number Type Place of Issue Date of Issue
C. 2.	P	Hysical description
		AUS 24 SEX male HEIGHT 5'11" WEIGHT 165
		EYES HAIR COMPLEXION SCARS
		BUILD OTHER DISTINGUISHING FEATURES
C. 3.	M	ARITAL STATUS
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SEC. 13.	MILITARY, NAVAL OR OT	HER GOVT SERV	ice—u.s. or for	REIÓN
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SEC. 18. GIVE THREE NEIGHBORS AT YOUR LAST NORMAL RESIDENCE IN THE U.S. — (Give residence and business addresses where possible.)

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SEC. 27. I CERTIFY THAT THE FOREGOING ANSWERS ARE TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF, AND I AGREE THAT ANY MISSTATEMENT OR OMISSION AS TO A MATERIAL FACT WILL CONSTITUTE GROUNDS FOR IMMEDIATE DISMISSAL OR REJECTION OF MY APPLICATION.

SIGNED AT Ferney. Vo	Haire (ain), France	DATE 11 May 1950
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Witness		ment of Bagley

USE THE FOLLOWING PAGES FOR EXTRA DETAILS. NUMBER ACCORDING TO THE NUMBER OF THE QUESTION TO WHICH THEY RELATE. SIGN YOUR NAME AT THE END OF THE ADDED MATERIAL. IF ADDITIONAL SPACE IS REQUIRED USE EXTRA PAGES THE SAME SIZE AS THESE AND SIGN EACH SUCH PAGE.

# EJR. ICTI NOTI ICATION OF GEN ITING CR I'F REVOCATION OF STAFF CRYPTOGRAPHIC CLEARANCE (HR 90-4).

the Bl. A.

1. AN ENTRY IN ITEM (I) DENOTES THAT THE ABOVE NAMED INDIVIDUAL HAS BEEN GRANTED A STAFF CRYPTO-GRAPHIC CLEARANCE. AN ENTRY IN IS AM (2) DENOTES THAT THE STAFF CRYPTOGRAPHIC CLEARANCE HELD BY THIS INDIVIDUAL HAS BEEN REVOKED. THE CLEARANCE, OR REVOCATION, IS EFFECTIVE AS OF THE MONTH AND VERS IMPRINTED APOVE. SUBJECT HAS BEEN BRIEFFD OR DEBMIEFED, AS APPROPRIATE, CONCERNING. CRYPTOGRAPHIC AND RELATED COMMUNICATIONS SECURITY MATERS AND HAS MONED A BRIFFING-DEBRIFTING. STAFFMENT, AS APPROPRIATE, ACKNOWLEDGING RESPONSIBILITY FOR THE PROTECTION OF CRYPTOGRAPHIC INFORMATION. UPON REVOCATION OF THE CLEARANCE SUBJECT IS NOT AUTHORIZED TO HAVE FURTHER CUSTODY OF, ACCESS TO, OR OTHER WISE GAIN FUTURE KNOWLEDGE OF STAFF CRYPTOGRAPHIC MATERIAL OR INFORMATION.

2. WHEN EMPLOYEE NO LONGER REQUIRES THE CLEARANCE IN GROER TO PERFORM HIS/HER ASSIGNED DUTIES, IT IS REQUESTED THAT THE COMMUNITATIONS SECURITY STAFF, OC, BE NOTIFIED SO THAT THE CLEARANCE MAY BE REVOKED.

DISTRIBUTION:
1-EMPLOYEET COMPONENT
1-OFFICE OF PERSONNEL

FOR THE CHIEF, COMMUNICATIONS SECURITY STAFF

CHIEF, DOCTRINES BRANCH, OC-S

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# Office Memorandum • United States Government

O : Chief, Employees Division, Special Support Staff DATE: 29 Hay 1950

FROM : Chief, Personnel Security Branch

SUBJECT: BAGIEY, Tennent Harrington - 38638

Reference is made to your memorandum dated 25 May 1950 requesting an extension of the security approval granted for subject.

This is to advise that the security clearance granted on 29 August 1949 is still in effect, provided subject enters on duty within 60 days from this date.

HOISING STANDIGHT

CONFIDENTIAL

Ewal Polices ERMAL P. ORISS MAN

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COMPLIBERTIAL

#### SECURITY APPRICAL

To : Personnel Officer

Date: 29 August 1949

From : C

Chief of Inspection and Security

Number: 38638

Subject: BAGLEY, Tennent Harrington

1. Note "X" below:

Security approval is granted subject for access to classified information contingent upon the receipt of derogatory information at some future date.

Provisional clearance for full duty with CIA is granted under the provisions of paragraph 4, Administrative Instruction 10-2, which provides for a temporary appointment pending the completion of full security investigation.

Unless the applicant enters upon duty within 60 days from above date this approval becomes invalid.

Your memorandum dated 1 June 1949 stated Eubject is an applicant for the Advisory Council.

Chief, Personnel Security Division

18

FORM NO. 10.101

CONFIDENTIAL

Pyir

RECORD OF PREVIOUS GOVERNMENT SERVICE RETURNED TO FEDERAL RECORDS CENTER IN ST. LOUIS, MO.

SUBJECT: Request for Security Clearance for

Tonnent H. Bagley Intelligence Officer P-8 \$4479.60 Advisory Council

- 1. It is requested that the security investigation be initiated on the above named person, who is being considered for a position with the Central Intelligence Agency.
- 2. Attached hereto are the required copies of the Personal History Statement.
- 3. Please notify this office in writing upon completion of the security investigation.

WILLIAM J. KELLY

Chief, Personnel Branch

Attachments:

Sep 1948

CONFIDENTIAL CENTRAL INTELLIGENCE AGENL PERSONNEL BRANCH ... KEFFRRAL SHEET PB/US APPLICANT'S NAME REQUISITION CONTROL NO. ACTION LYON ROUTENS PETRES OFFICE ON MININGEN INDICATE ACCEPTABILITY OF BUBLECT BELOW AND RETERN TO THE PERSONNEL BRANCH. PROCUREMENT AND PLACEMENT DIV. JON TITLE AND GRADE REMARKS RB/ASM Mr. Flynn 10 May 1949 Per our conversation. COMFIDENTIAL

FORM NO. 37.8

2l: Fay 1951

Personnel Director, CIA

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FROI's

776

SUDJECT:

Terment E. Eagley

1. It is recreeted that permission the room the Parine Corps and the Celective Dervice for bubled to leave the country on a two-year assignment with this Agency in a transfer.

2. Reless is the information on subject unit:

Selective Cervice:

Boards

1722 Www.

Classification:

Delective Cervice Number: \$19 25 1,68

Forme Middless:

Welington, D. C.

l'arius Jezerve:

Mank and Jariel Musical Tiret Eleutemant - 31.7506

11th Parine Gorph Accerve District Farine Reserve

3. Cubiect for been to Agency since 2h July 1990 and is unusually well claimed for a felligence work in Austria. If the above permissions are greated, subject will be sent invediately to his assignment.

> i.A.h T. Cunnightar Acting Chief, FOF

Special Coerations

APPROVEDS

Li November 1950

TO

Eployees Division

VIA:

OX3

FROM:

FÓÑ

SIRJET:

Tennent H. Bagley

Mr. Barley has been recalled it active duty as Tiest
Lieutenant in the Marine Corps with effective Bargell December
1950. The order is by letter NC-121761 of Headquarters U. S.
Marine Corps, Washington, D. C., daied 3 Navember 1950 and addressed to his home in La Jolla, Casifornia (copy attached).
Since Mr. Barley is on duty in Washington, he did not receive
the order until 13 November 1950.

Ir. Eagley was employed by this Agency on 24 July 1/50 as a Research inalyst assigned to the Advisory Council. Since reporting for duty, he has been in the Training Courses and will, complete the Advanced Operations course on 1 December 1950. During this period, however, it has been agreed that his qualifications could best be utilized as in Intelligence Officer in Germany, and the papers are may in requesting his transfer to FDM for that purpose.

Request that Mr. Buglives deferment from recall to active duty with the Marine Corps be arranged on the grounds that his work in the Training pursos has shown him to be unusually well qualified for intelliging work in Germany and that men of his caliber and back, which are still backly needed by the German Stations in this temperature can be arranged, he will be sent to Germany as 3-9 The Migence Officer at the earliest opportunity.

Richard Helms Chief, FOM

Attachment

APPROVED

W.S. Thung

#### SECURITY INFORMATION

MENORANDUM FOR THE FILE OF: Terment H. Bagley

FROM: Office of the Personnel Director

I. On 2h May 1951 this office arranged with U. S. Marine Corps
Reserve to have the above-named subject's active
duty orders cancelled. This action was taken because, due to his training and experience, it was felt that the subject would be of more service
to the United States as an employee of the Central Intelligence Agency
than he would be as a member of the Armed Forces.

2. Should the subject resign or otherwise be separated from CLL, please notify this office immediately in order that this cancellation action may be revoked and the subject will be made a free agent.

GEORGE E. MELCON Acting Personnel Director

For the Use of TD(C) or FD(O)

Office of the Personnel Director notified on that the subject has resigned or otherwise been separated from CE.

(Signature)

SECRET

SECURITY DIFORMATION

# SECURITY DIFORMATION

NEMOKANDUM FOR THE FILE OF I

FROM: Office of the Personnel Director

1. On 35 Moy 51 this office arranged with National He quarters of Selective Service that the above-named subject be deferred this office arranged with National Hunduntil further notice. This action was taken because it was felt that the subject would be of more service to the United States as an overseas unployce with the Central Intelligence Agency than he would be as a member of the Armed Forces.

2. Should the subject be transferred to a departmental position, or should he resign or be otherwise separated from CIA, please notify this office immediately in order that his deferment may be cancelled.

> Jeorge Melon Glorge E. Meloon Acting Personnel Director

For the Use of PD(C) or PD(O)

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Office of	the	Personnel	Director	notified.	Ωħ	. *	of	'th
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Transfer to a departmental position within CIA Resignation or other type of separation from CIA

DATED 35 JUH 5

MEW.O

(Signature)

SECRET

· SECURITY INFORMATION

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